

**Commission of the European Communities DG V**  
Working document on employment policies

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 on 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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**Overall developments**

**Denmark:** Labour market bottlenecks; Voluntary profit-sharing; **Germany:** 8th AFG amendment; **Spain:** Promoting cooperatives; **Italy:** Smaller firms' investments; **Netherlands:** Flexibility report; **Portugal:** Structural adjustment programme; **United Kingdom:** Deregulation views.

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**Aid to the unemployed**

**Italy:** *Mezzogiorno* reliefs.

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**Training**

**France:** Modular training results; **Netherlands:** *BKE* evaluated; *BVJ* apprenticeships increased; **Portugal:** Women.

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**Job Creation**

**France:** *TUCs* revised; **United Kingdom:** Jobshare.

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**Special categories of workers**

**Denmark:** Action programmes for equality; **Ireland:** Women in Business; **Italy:** Registering non-EC illegals; **Netherlands:** New equality legislation; *JOB* evaluated; Municipal work; School leavers; *JWG*; *MLW* extended.

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**Working time**

**Belgium:** New systems; **Spain:** Early retirement schemes; **France:** Annualised system.

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**Placement**

**Spain:** Aids to geographical mobility.

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**Miscellaneous**

**Italy:** Protecting Italian workers abroad; **Netherlands:** Job Improvement Scheme.

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**CENTREFOLD:** Index iM 1-18

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## Developments at a glance

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<b>Belgium</b>	The government has brought in legislation on the legal and negotiating requirements for new working time systems in the private sector (p. 13).
<b>Denmark</b>	To try to overcome labour market bottlenecks, a 5-pronged strategy (essentially of cooperation between the parties involved) has been put forward (p. 3). Voluntary profit-sharing schemes have been brought in in a government package (p. 3). The action plan for equality between the sexes has led to the Ministry of Labour implementing a series of pilot projects, recruitment, training and consultancy activities (p. 10).
<b>Germany</b>	The 8th amendment to the Labour Promotion Act completes the battery of instruments for an active labour market policy, improves placement opportunities especially for the +50s, combats the abuse of drawing benefits and cuts bureaucracy (p. 3).
<b>Spain</b>	Recent measures to promote cooperatives include a new law, actions to improve management and financial support (p. 4). Early retirement schemes in crisis industries were introduced in 1986 (p. 15). Grants have been introduced to encourage workers to move when they find a job elsewhere in the country (p. 17).
<b>France</b>	A growing proportion of the participants of 'modular training', introduced in 1986, are long term unemployed women and a declining proportion of young people (p. 8). Contracts for 'TUCs', community programmes, can now be extended to 2 years with State support (p. 9). A June law enables working time to be modulated over the year (p. 15).
<b>Ireland</b>	The Women in Business programme is designed to encourage more women to set up their own business (p. 11).
<b>Italy</b>	Grants-in-aid are being given to encourage investments in high tech, particularly in small and medium-sized enterprises (p. 5). For the <i>Mezzogiorno</i> and sectors experiencing difficulties, relief in social contributions has been extended (p. 7), as has the date for registering non-EC illegal workers (p. 11). New regulations protect Italian workers working outside the European Community (p. 17).
<b>Netherlands</b>	An expert committee has reported that more labour market flexibility is needed by means of greater wage differentials, more training and reduced direct taxes (p. 5). The experimental adult vocational training programmes ( <i>BKE</i> ) have been positively evaluated, reaching in particular women and foreigners (p. 8). The government is increasing its financial support for <i>BVJ</i> apprenticeship training (p. 8). Clearer and more effective legislation is being brought in on equal treatment between the sexes (p. 11). The ' <i>JOB</i> ' scheme of temporary work for young long-term unemployed (LTU) has been evaluated to be successful (p. 11). That 80% of municipal work for the young unemployed would in any case have been done means that policy changes should be introduced in the youth guarantee scheme (p. 12). School leavers are declining in numbers, and a greater proportion of them are finding work (p. 12). The ' <i>MLW</i> ' scheme for LTUs is being extended to cover employment contracts of at least 6 months (previously 2 years): p. 13. The implementation of the Youth Employment Guarantee Scheme has been postponed till 1988 (p. 13) whereas the Job Improvement Incentive Scheme has been renewed (p. 17).
<b>Portugal</b>	The government's 1987-94 structural adjustment programme aims inter alia at an annual increase in employment of 1% (p. 6). Two projects are providing women with vocational training and integration (p. 9).
<b>United Kingdom</b>	The British Government has stated its view on deregulation in Europe, especially relating to the work of the Commission's Task Force on Small and Medium-sized Enterprises (p. 6). The Job Splitting Scheme to help create part-time jobs for the unemployed, has been relaunched as 'Jobshare' (p. 9).

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# Overall developments

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## DENMARK

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### Bottleneck problems on the Danish labour market

In February 1986 the Danish Government published a report on bottleneck problems on the Danish labour market. The background was the strong growth in the Danish economy which has taken place since 1983. The increased demand was of course greater in some sectors than in others, for specific types of skills and/or in certain regions of the country.

It turned out to be difficult to satisfy this strong selective demand for labour to the extent and at the point of time required. This problem, the so-called bottleneck problem, turned out to be most serious in the exporting trades, potential exporting trades, trades competing with imports and in the building and construction sector. The consequences were apparent in the form of, for instance, increased pressure on wages, increased costs for the enterprises and reduced competitiveness, loss of orders and slower development, in particular in the technology dependent trades.

The report not only described the main causes of the bottlenecks, but also pointed to possible initiatives and measures to remedy and prevent them. Among the strategies proposed were:

- \* surveillance of developments on the labour market
- \* regional perspectives in resolving problems
- \* close cooperation between public authorities at all levels
- \* involvement of the social partners as responsible partners
- \* preventive measures.

## DENMARK

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### Voluntary profit sharing schemes in Denmark

There has been a strong growth in voluntary profit sharing schemes in Denmark in recent years. It is estimated that about 10 per cent of all enterprises in Denmark have introduced some form of voluntary profit sharing scheme.

Against this background the Danish Government introduced a "package" of bills in *Folketinget* (the Danish Parliament) with a view to further spreading voluntary profit sharing. The Government's intentions with the proposed legislation were:

- \* to make it more attractive for enterprises and employees to introduce profit sharing schemes and to spread ownership
- \* to remove obstacles to introducing profit sharing
- \* to promote cooperation within enterprises
- \* to stimulate savings by tying up the capital in the enterprises.

In June 1987 this "package" was adopted by *Folketinget*. The most important proposal is that enterprises may now allocate shares of up to 6.000 D.kr. per year on favourable terms to their employees. Enterprises are for tax purposes allowed to deduct the costs of allocating these shares as operational costs.

One condition is that all employees in the enterprise are covered by the scheme.

Employee share schemes mean that employees get the shares taxfree, while the dividend on the shares is taxed according to the ordinary rules. The shares are tied up for a period of 7 years and after the compulsory holding period they can be sold without tax liability. This ensures the desired savings in the enterprise. The shares have, with a few exceptions, full voting rights at the general meetings of shareholders. The background is a wish to increase the employees' interest in the results of the enterprise for the benefit of the production.

The legislative package adopted includes a proposal to reduce the ceiling for employee representation on company boards. In companies with 35 employees or more an employee representative may now be elected to the board. Previously the minimum number of employees required was 50. This provision may affect about 1.100 enterprises.

Finally it is now possible for employees to invest pension funds in their own enterprise to a greater extent than previously.

The main proposal concerning employee shares for up to 6.000 D.kr. per year supplements the already existing rules concerning employee shares and employee bonds. Further, it is also possible for the enterprise to introduce profit sharing in the form of distribution of cash payments.

Generally, the new legislation has given enterprises improved possibilities for introducing profit sharing on a voluntary basis. The Danish Government is satisfied with this result after more than 15 years' of fruitless discussion of the idea of profit sharing.

The Government continues its work with a view to extending employee share schemes to new groups of employees.

In the autumn of 1987 the Government will thus introduce a bill aiming to promote cooperation in enterprises, to stimulate savings and to spread ownership to company employees.

## GERMANY

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### Bill for the 8th amendment of the Labour Promotion Act (AFG) - Strengthening employment measures - Protection from abuse of benefits

The bill passed by the Federal government on 23 July has the following aims:

- \* to complete the battery of active labour market policy instruments;
- \* to broaden and improve placement possibilities;
- \* to contribute to protecting community solidarity of the unemployment insurance from the abuse of drawing benefits;
- \* to help companies to solve personnel problems in a socially acceptable way; and
- \* to contribute to simplifying administrative procedures in the employment offices.

### Active labour market policy

The active labour market policy will be completed by, in

particular, the following measures:

\* Specific help will be targeted at older unemployed persons. According to the structural survey of the employment offices, 432,000 persons of 50-years of age or older were unemployed in September 1986. More than 50% of them had been unemployed for one year or more.

The bill enables older unemployed persons to be placed in employment with a wage-cost subsidy of up to 75% without annual deductions for a maximum of 8 years. Thus, on top of extending unemployment benefit payments there is now a measure to ease the return to working life for older unemployed persons.

\* By means of the Federal government's disadvantaged persons' programme, disadvantaged young people, especially those who have left *Hauptschule* (short course secondary school) without a leaving certificate or who have attended special schools (*Sonderschulen*), are being helped to complete qualified vocational training. Until now the disadvantaged persons' programme, implemented by the Federal Employment Institute (*BA*), was scheduled to end in December 1989. From a labour market policy view, fostering these young persons who, without help, remain without any chances, continues to remain necessary. Hence, the disadvantaged persons' programme will be permanently anchored as a labour market policy aid in the Labour Promotion Act (*AFG*).

\* Language courses for *Aussiedler* (resettlers, i.e. Germans who have come to the Federal Republic from east European countries), political refugees (persons seeking political asylum) and quota refugees are being taken into the catalogue of the *BA*'s tasks. The upward limit for support is being extended from 8 to 10 months.

#### **Abuse of benefits**

The abusive drawing of *BA* benefits will be tackled in particular through the following measures:

\* the possibilities for manipulating wages in the last three months of employment will be eliminated. Manipulations have been aimed not just at giving employees a higher unemployment benefit but also at "buying off" them the protection against dismissal. Where there are exceptional pay increases, the period used for calculating the unemployment benefit will be extended from 3 months to one year.

\* The regulations concerning the drawing of unemployment benefit and unemployment assistance by students and schoolchildren are being revised. Thus in future students and schoolchildren will only be able to claim unemployment benefits if they are not only available for the labour market for typical students' jobs.

#### **Simplification**

Labour promotion law should be simplified in particular through the following measures:

\* The regulations concerning the competence of employment offices for allowances for short-time working, bad weather and promotion of winter productivity in the building trade will be simplified and adapted to the needs at the operating level.

\* A minimum threshold will be introduced as regards subsidies for additional costs within the promotion of winter productivity in the building trade.

\* Jobseekers who are not in receipt of benefit must expressly renew their applications for placement after 3 months.

#### **Consequences for BA**

The bill transfers the full responsibility - including the financial - for the following programmes (which it is

already carrying out) to the *BA*:

\* The disadvantaged persons' programme;

\* The federal law on allowances for unemployed youths;

\* Increased resources for the job creation programme (*ABM*);

\* Language courses for resettlers, political refugees and quota refugees.

These new *AFG* instruments are in everyday touch with the labour market; without such proximity, commissioning the *BA* to carry out these tasks would not so far have been possible.

The core and goal of these instruments is to get the target groups concerned back into working life. Thus are the tasks appropriately assigned to the *AFG*.

The bill for the 8th amendment of the *AFG* will cost the budget of the *BA* some DM 950 million in 1988. At the end of 1986 the reserves of the *BA* amounted to some DM 5.47 billion. This created some scope for labour market policy. With the 7th amendment of the *AFG* and the improvements in the entitlement to benefits which came into force on 1 July 1987 (cfr iM 17) resources are being made available to the unemployed and employees who are dependent on aid.

## **SPAIN**

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### **Schemes for promoting cooperatives' employment**

Cooperatives and partnerships have been developing rapidly in the recent past in Spain.

This has been due in part to the crisis experienced by smaller and medium-sized enterprises which have been unable to stabilise their situation under difficult economic conditions. Thus have various workers' "collectives" taken over these enterprises.

Similarly, the difficulties in finding employment on the labour market have also encouraged workers to set up on their own, generally in new sectors, and mainly in the form of "young people's collectives" looking for their first job and the long term unemployed.

This is the context in which measures for promoting and developing the cooperatives' movement are being taken by the Ministry of Labour and Social Security in conjunction with other ministries and the autonomous communities. Four major areas of activities can be discerned:

#### **Legislative change**

The 1978 Spanish Constitution itself covers the question of appropriate legislation for promoting cooperatives (Art 129 §2).

The most important law in this respect is undoubtedly the recent General Law on Cooperatives no. 3/1987 of 2 April. This brings Spanish legislation into line with that of the Community, thereby promoting entrepreneurship as well as majority participation and the democratic control by members.

This legal framework will be completed by a further law on cooperatives' taxation system, as well as a specific law to deal with credit cooperatives.

Regulations in the partnerships' sector have also been completed by the Law on Workers' Partnerships, no. 15/1986 of 25 April, which governs a partnership form, which is wide-spread in some regions of Spain.

#### **Training and promotion of cooperatives**

Since 1983 the Directorate General for Cooperatives and



Workers' Companies has brought in a training scheme for cooperatives. This scheme is flexibly structured with contents which are adaptable to the characteristics of the collectives for which it is designed. It has enabled recurrent training to be carried through in this sector.

Since 1986 programmes for the management and administration of cooperatives have been added which are co-financed by the European Social Fund. The training scheme has a three-fold aim

- \* to train cooperatives' members and prospective members;
- \* to disseminate the principles of cooperatives; and
- \* to spread the various forms of cooperative enterprises and partnerships.

#### **Direct promotion of cooperatives' employment**

There are various types of cooperatives: those of "associated work", agricultural cooperatives and workers' partnerships. All can draw on direct aid from the Ministry of Labour and Social Security:

- \* Financial support to reduce interest costs on loans for fixed capital investments; technical assistance (hiring managers, feasibility studies, audits and economic information, etc.). These subsidised loans can only be given by financial institutions which have reached an agreement to this effect with the Ministry of Labour and Social Security.

- \* Grants of up to ptas 250,000 per member worker for subsistence income for persons under 25 years of age or unemployed persons over 25 years of age registered for at least one year at an employment agency and who are in the process of becoming worker-members of a cooperative.

The amount is doubled if the programmes receive ESF approval.

- \* Exceptional supports for associative work cooperatives which have been newly established exclusively by young persons under 25 years of age or are devoted to teaching. In the latter case an agreement has to be reached beforehand with the Ministry of Education and Science. In accordance with Royal Decree 2377/1985 (18 December), the Ministry of Labour and Social Security must in both cases have given its authorisation after consultation with, according to the case, the Ministry of Culture or the Ministry of Education and Science.

- \* Those in receipt of unemployment benefit (the contributory system) can also request that this be paid out in a lump sum provided that they become members of an associative cooperative or a workers' partnership.

Other measures, perfectly compatible, can be added to the above when the location of these associations enables them to draw on the promotion programmes of *ZURs*, reindustrialisation zones, or support measures for employment in the autonomous Communities.

#### **Promoting *asociacionismo cooperativo***

Chapter III of the new law is devoted to *asociacionismo cooperativo*. This opens up the possibility for free voluntary groupings to be in Cooperative Unions, Federations and Confederations without thereby prejudicing their possibility of making use of the general legislation governing the right of association. (This enables both the compulsory framework of "vertical trade unions" which existed until 1977 to be replaced and the legislative vacuum which still exists today to be filled.)

Thus, the past few months have seen decisive steps making it possible to strengthen future *asociacionismo cooperativo*.

## **ITALY**

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### **Emergency measures to facilitate industrial production by small and medium-sized companies and refinancing mining policy measures**

Decree-law no. 212 of 1 June 1987 brings in important regulations designed to facilitate production by small and medium-sized industrial firms and artisan firms. The decree provides for grants-in-aid to be given for purchasing machinery and various tools as well as systems for increasing automation and robotisation within small and medium-sized companies.

The subsidy granted to each individual company cannot exceed LIT 350m or LIT 660m in the *Mezzogiorno*. LIT 160 billion have been earmarked for the financial year 1987.

On the other hand, a "National Fund for crafts" has been set up by the decree-law for financing programmes and projects supporting and enhancing crafts and trades and developing craft production. 75% of this Fund is being used directly by the regions, divided up each year between them by decree of the Ministry of Industry, of Commerce and Handicraft. For 1987 the expenditure foreseen is LIT 40 billion.

Finally, to foster and support mining research abroad, grants-in-aid are being given to *ENI* (National Hydrocarbons Corporation) and to *IRI* (the State holding company), the latter as regards minerals of interest to metallurgy. These grants cover up to 70% of the expenses borne abroad for developing studies and geophysical, geochemical and geological surveys, for operational research work and for infrastructural work necessary for carrying out mining research activities.

## **NETHERLANDS**

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### **A more flexible labour market is needed to fight unemployment**

The Committee of Economic Experts, *CED*, of the Social and Economic Council, has put forward a package of policy measures aimed at increasing the flexibility of the labour market.

The Dutch labour market is, in the short term, less flexible than that of other industrial countries. This has contributed to the rate of unemployment being higher than in other comparable countries of the European Community and much higher than in the United States and Japan. A policy which increases labour market flexibility is thus necessary to fight unemployment. Increased labour market flexibility means that supply and demand on the labour market react more strongly to real wages and that real wages react more strongly to shortages on the labour market.

### **Shortage of jobs**

As far back as 1978 and 1981 the *CED* pointed out that, in the context of a policy aimed at increasing the rate of profits and investments, measures would have to be taken to improve the working of the labour market. Unfortunately, in 1987 not only is much still wrong with its functioning, but also, compared with 1981, the unemployment situation has further deteriorated while prospects are anything but rosy.

The report states that in 1983 more than half of the unemployment in the Netherlands was structural and quantitative in nature. Of unemployment overall, 25% results from imperfections on the labour market and 20% is cyclical. Since then cyclical unemployment has been reduced: so the current situation is characterised in particular by a shortage of jobs.

Although increasing labour market flexibility must be an essential part of fighting unemployment, it is not - according to the *CED* - the only way. The major part of unemployment is a result of a shortage of jobs. The creation of new jobs must be brought about through permanently raising the rate of investment, both by companies and by government. If an increase in the number of jobs is actually to result in reducing unemployment, greater labour market flexibility is required.

### Proposals

The *CED* makes four sets of proposals in this respect:

- \* increase the capacity of real wages to react to shortages on the labour market.

In-depth analysis shows that in the Netherlands real wages react less in the short term to shortages on the labour market than in other industrial countries. The *CED* considers that it is desirable to increase this capacity to react. Given the current decentralised approach to wage fixing, can real wages react sufficiently to high unemployment? The social partners are primarily responsible for ensuring that real wages react to a greater extent to labour market shortages. Government can try to encourage this in central consultations. In the last instance the *CED* does not rule out a situation in which the government will feel obliged to intervene in wage fixing.

- \* increase the gap between the minimum wage and the modal wage.

A drastic reduction of the minimum wage would undoubtedly increase labour market flexibility. However, the *CED* considers that such a rigorous change in policy would demand too high a social price. A certain increase in the difference between the minimum wage and the modal wage is, however, desirable. This is possible by a gradual development whereby the purchasing power of the minimum wage and benefits is maintained and the modal wage and wages exceeding the minimum grow.

- \* intensify training.

The *CED*'s policy proposals for training of the long-term unemployed are curative in nature. It is neither economically nor socially justifiable to discard the hard core of the long-term unemployed. The *CED* thinks that it can be warranted to make training obligatory for the long-term unemployed who show insufficient readiness to be trained. This must go hand in hand with offering the prospect of a job, in the last resort conceivably a temporary job in the public sector. It should be remembered that preventive training must also be considerably intensified. Such preventive training which has to ensure that long-term unemployment does not arise, demands considerable flexibility of the educational system. Government and social partners must jointly shape training policy. Central consultation can contribute towards this end.

- \* reduce the fiscal burden on incomes.

Average and marginal income tax is relatively heavy in the Netherlands. Reducing this burden has a positive effect above all on the propensities to train, to take up work and geographical mobility. Reducing the burden also limits real wage increases. But the budgetary situation does not offer much leeway for reducing taxes. The necessity to further reduce the financial deficit does not allow for this at present. Yet in the longer term it will have

to be given priority, certainly at the bottom end of the income structure.

## PORTUGAL

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### *PCEDED* programme

The government's 1987-1994 programme for correcting the structural imbalances of the Portuguese economy (the balance of payments deficit and unemployment) was published in April 1987. It sets out a medium term economic strategy, constituting a framework whose orientations go beyond the sectorial character of employment promotion initiatives.

The first phase (1987-90) seeks to achieve the following goals:

- \* an annual average real increase in output of some 4%
- \* an annual average real increase in investments of some 8-10%

- \* an annual average growth in productivity of 2.5-3% as well as the restructuring of the system of production

- \* an annual increase in employment of about 1% and a reduction in the rate of unemployment to 7.2% by 1990

- \* a reduction in the annual rate of inflation from some 8-9% for 1987 to some 4-6% for 1988

- \* a reduction in the ratio of public administration deficit in GDP.

The second phase (1990-94) consists solely of projections of some economic variables. It will take into account the effects of the measures taken previously, and include adaptations made necessary by new situations and problems arising during the implementation of this programme.

## UNITED KINGDOM

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### Deregulation in Europe: a UK viewpoint

A recent report to the UK Parliament gives an account of progress made on deregulation since the publication in May 1986 of the White Paper "Building businesses... not barriers". Deregulation is one of a range of Government initiatives to encourage enterprise (cfr. IM 11).

The commitment to reducing the burden of regulation on business was announced by the Government in the report on "Burdens on business" (1984) and the White Paper "Lifting the burden" (1985), as well as in "Building businesses... not barriers".

Both White Papers on deregulation have identified requirements and regulations emanating from the **European Community** as a major area where action is required to reduce the impact on business - in particular, on small and medium-sized enterprises. Since the publication of "Building businesses... not barriers", considerable progress has been made in taking forward the initiative which was originally launched by the Prime Minister at the European Council in March 1985.

The Commission's **Task Force** on Small and Medium-Sized Enterprises has day-to-day responsibility for carrying out the Commission's **action programme** for Small and Medium-Sized Enterprises (SMEs), including measures to improve the administrative and legal environment in which business operates.

The resolution setting up the action programme stressed the important role of SMEs in job creation and, in recognition of their particular problems, adopted a Community strategy designed to assist initiatives in individual Member States.

In December 1986 the Social Affairs Council adopted an action programme on employment growth reaffirming, among other things, the importance of easing restrictions on business, particularly in improving the climate for the growth of new enterprises and small firms. Continued efforts are now needed by the UK and other Member States, in conjunction with the Commission, to build on the initial successes of this strategy.

The Task Force has responsibility for the Commission's system for assessing the burden to industry posed by Commission proposals. Under this system, every Commission proposal for legislation sent to the Council must be accompanied by a *fiche d'impact* - or business impact assessment - setting out the likely effect of the proposal on business.

The Task Force aims to involve officials in examining more critically the justification for legislation and how proposals can be implemented in the least burdensome manner. This is an important start. The Task Force's priority now must be to ensure that *fiches* are prepared at an early enough stage to be of use in the decision-making process and to seek a greater business input to the *fiche* assessment through early consultation.

In the UK, the Enterprise and Deregulation Unit (EDU) monitors the operation of the *fiche system*, together with the appropriate Government Departments. *Fiches* can provide a useful parallel to the compliance cost assessments produced by UK departments domestically. The EDU will continue to liaise with the Task Force and other Government Departments to ensure a greater business input to, and earlier production of, *fiches*.

The Task Force is also responsible for analysing the burdens posed to business by existing Community legislation. The UK will be pressing the Task Force to consider possible ways of assessing and monitoring the impact of existing Community legislation on business and how appropriate amendments could be made to legislation.

If the European deregulation initiative is to be successful it is important that the views of **European business groupings**, particularly those representing small business, be made known to the Commission's decision-

making at an early stage. A first step is to encourage greater interest from small business associations in Member States. A series of small business information seminars, funded by the Commission, are currently being run to help improve UK business input and awareness of the Commission's activities and the EC legislative process.

In October 1986 the Industry Council agreed that there should be a regular exchange of information between Member States to share experiences and compare deregulation systems, and thereby help develop the business environment. A working group of officials from Member States has been set up; it held its first meeting at the end of April 1987.

UK officials have also held bilateral discussions with their counterparts in a number of Member States to compare different national experiences, to emphasise the importance of European deregulation and to look for areas of co-operation on further initiatives. A successful joint Anglo-German seminar on deregulation was held in April, attended by Ministers, officials and business representatives, and a similar venture is being organised with French counterparts. UK officials have also discussed the prospects for improving the administrative and legal environment with officials and business representatives from France, Belgium, the Netherlands and Portugal.

### Conclusion

Although initial progress on Community deregulation has been slower than might have been hoped for, real changes are now starting to take place. The UK continues to attach importance to the changes begun during the UK Presidency of the Council of Ministers and will continue to seek support from its partners in the Community's institutions and other international bodies. Over the coming months, the UK priority will be to support Commissioner Matutes and officials in his Task Force to carry forward the deregulation initiative - in particular, by ensuring the establishment of the *fiche* system as a central deregulatory tool in the policy formulation process; by aiming for real deregulatory progress in respect of existing legislation; and by improving liaison and information between business, Member States and the Commission. The Task Force has a substantial agenda and a difficult role to play. The UK will continue to work to help ensure that it is as successful in its tasks as possible.

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## Aid to the unemployed

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### ITALY

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#### **Fiscalisation of social charges, extension of relief in contributions in the *Mezzogiorno* and measures for sectors experiencing difficulties**

Decree-law no. 156 of 28 April 1987 confirms that the relief in contributions provided for by decree-law no. 328 of July 1986 (cfr. iM 15) is applicable till 31 December 1986. Furthermore, the date fixed for applying reductions in contributions to the National Health Service, which had previously been fixed by decree-law no. 882 of 22 December 1986 (cfr. iM 17) is extended to 30 November

1988.

The expenditure earmarked for facing up to these reductions amounts to LIT 7.140 billion for 1987 and LIT 7.430 billion for 1988.

As regards the relief in social security contributions for firms operating in the *Mezzogiorno*, there has been reconfirmation of the extension of the date until 30 November 1987.

Finally, the extension of the deadline for implementing the provisions on early retirement for blue- and white-collar workers employed by industrial firms experiencing crises, has been confirmed as 31 December 1987.

These dates have been fixed by the decree-law no. 244 of 27 June 1987 which supersedes the previous one.

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# Training

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## FRANCE

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### Results of 1986 modular training

In 1986 more than 38.000 jobseekers participated in a stage de *formation modulaire*: modular training. In 1985 (September-December), the year of launching the programme (cfr. iM 11), there were 33.000 participants.

Women were the main beneficiaries of this approach. Their proportion has grown from one campaign to another: 56,3% in 1985 to 59,8% in 1986 (September-December). They tend to be enrolled at *ANPE* for returning to the labour market, looking for their first job or following their having given notice, having been employed as skilled (51,4%) or unskilled (25%) employees. Men, by contrast, generally enrol following redundancy, and their percentages as skilled and unskilled employees are 13,9% and 8,9% respectively.

Overall, 41% of the participants had unskilled jobs, i.e. labourers, clerks, etc., and 6,2% executive jobs, supervisors, technicians or draughtsmen. More than one half (51,5%) had been registered at *ANPE* between one and two years and 28,3% for more than two years. 96,3% of the participants were registered at *ANPE* in category 1 (i.e. the unemployed who are available immediately, looking for a full-time, indefinite length employment contract). A comparison between programme participants and those category 1 jobseekers as regards their age structure and the length of their being registered at *ANPE* as jobseekers shows that the programme's target groups really had been reached, priority having been given to persons registered for more than one year, these differing from those on *ANPE* files (the majority having been registered for less than one year).

On the other hand, although the scheme had been focused on adults (who represented 83% of all jobseekers who participated in courses in 1986), the proportion of young people (-25 years) experienced considerable growth in the first quarter of 1986 (6,5% increase over September-December 1985). The dip observed during the third wave (9,5% instead of the 17,6% registered during the second wave of January-April 1986) coincides with the implementation of employment measures for young people (April 1986). The displacement effect of adults having in particular a level of training below that of the under-25s, thus ceased once specific measures for these young people were brought in. This brings out the significance of targeted measures.

The results of the "*DELD*" programme (for long-term jobseekers) for the months of March and April 1987 show the growing proportion of this measure in all actions developed by *ANPE* to help the (re)integration of the long-term unemployed: of the 19,362 and 55,808 jobseekers who were interviewed in this context in March and April respectively, 9,7% and 17% were given the opportunity of participating in modular training.

## NETHERLANDS

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### *BKE* target groups attained

The *BKE* pilot projects, educational activities for the vocational qualification of adults, were designed for persons

with little previous training who had a vulnerable position on the labour market. Despite their objections to the way in which the *BKE* is being implemented, former participants believe that *BKE* is an important measure meeting a real need. This is clear from a survey of the experiences of some target groups in the *BKE* scheme.

*BKE* aims at providing adults who have only an advanced elementary (*mavo*) or lower vocational (*lbo*) education with the skills needed for a job similar or at the same level as that of the basic apprenticeship system to enable them to consolidate their position on the labour market. Projects are implemented by joint associations consisting inter alia of the local school, the centre for vocational orientation and preparation, the adult vocational training centre, day and evening classes and the training unit of the regional employment office. Altogether 22 projects are being carried out.

The *BKE* projects seem to have done well in reaching women and foreigners, two groups which are usually difficult to involve in job related adult education. Among the foreign women, those from Surinam and the Antilles are best represented, with Turkish and Moroccan women taking only a limited part in *BKE*.

As with other forms of adult education, there is a high percentage of participants who prematurely pull out of the course. In the first group of participants (1983-84) 69% had dropped out after a good two years. The commonest reason for stopping early is that work has been found. Declining motivation also plays an important role (after all the whole situation on the labour market is none too bright) as do personal circumstances.

The aim of virtually all participants is, say the investigators, to get a job. Most participants seem, however, to doubt whether they will have a chance of a job once they have obtained their diploma. People from Mediterranean countries use the *BKE* projects to learn skills which might be useful should they ever return to their home country. The low cost as well as the fact that the course can be attended by people in receipt of benefit also play a role in people choosing *BKE* rather than any other form of training.

The results of the investigation can also contribute to the organisation of the *PVBE*, the Primary vocationally-oriented adult education; for the Ministry of Education and Science and the Ministry of Social Affairs and Employment are working on the organisation of *PBVE* as a regular activity.

## NETHERLANDS

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### Greater emphasis on joint training activities in the *BVJ* scheme

More money is being made available for joint training activities organised by various branches of industry in the context of *BVJ*, the Regulation on contributions to the vocational training of young people. The special grant per apprentice which is provided over and above the basic amount is being increased from Dfl. 2.000 to Dfl. 3.000. At the same time, the basic amount for individual training activities is being reduced from Dfl. 4.000 to Dfl. 3.500. The special subsidy available for training girls in traditionally



male occupations is being maintained at Dfl. 2.000 per apprentice.

The Minister of Social Affairs and Employment has taken this decision to further enhance the significant growth of the intake of apprentices. The adjustments also aim at bringing about greater involvement of the social partners in vocational training and at strengthening the financial underpinning of joint training activities organised under the responsibility of the branches of industry. Dfl. 202m will be available for *BVJ* activities in 1987.

By modifying the *BVJ* scheme the Minister is seeking to strengthen the practical component of vocational training as well as to extend it and reduce its dependence on the economic situation. The social partners strongly endorse the importance of the *BVJ* approach. Recently the central employers' and employees' organisations meeting within the Labour Foundation confirmed that the intake in the basic apprenticeship system will be doubled. More than 100.000 apprentices have already concluded an agreement within the context of the apprenticeship system. The training is organised by trade and industry with the financial support of the Ministry of Social Affairs and Employment. Whether an apprentice is full-time or part-time makes no difference for the amount of the subsidy.

## PORTUGAL

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### Vocational training and reintegration of women

*IEFP*, the national employment and vocational training

institute, is currently carrying out two projects, co-financed by the ESF, aimed at vocationally training and integrating young unemployed women in traditionally male jobs.

The first started in 1986 and will end in 1987. It is for 36 unqualified unemployed young women under 25 years of age from three regions: the North, Lisbon and the Tagus valley. Specialisations covered are carpentry, joinery and cabinet-making, turning and house-painting, and industrial piping and electricity.

The project is characterised by

- \* 50% of the training places being reserved for women
- \* guaranteeing 36 women support at the end by an employment contract as soon as employers are interested in hiring them for an indefinite period
- \* providing support during the whole of the training and for effective integration in the labour market
- \* paying financial support for looking after the children of participants.

The second project started in 1987 and will end in 1989. It is being held in the *Alentejo* area (*Aljustrel*) for 10 women under the same social conditions as the first project. Training is for locksmiths and civil and mechanical fitters.

To enable these young women to enter the labour market as self-employed persons, the occupational training will be completed by management training in setting up a small firm or a cooperative.

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## Job creation

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### FRANCE

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#### Extending *TUCs* beyond one year (Decrees nos. 87.186 & 87.187)

These decrees of 20 March, published in the Official Gazette of 21 March, open up the possibility of implementing works of benefit to the community (*TUCs*) of more than one year. Under the new provisions, a young person working on a *TUC* community job for one year can be maintained in the traineeship provided the total period of involvement does not exceed 24 months.

The prolongation beyond one year results from the commitment of the sponsor to ensure the pay of the beneficiary. During the initial period the monthly FFR 1,250 is provided by the State, with the sponsor covering an optional supplementary contribution of up to FFR 500. In cases of prolongation, the financing of the basic pay of FFR 1,250 will amount to FFR 250 for the State and FFR 1000 by the sponsor, who must, on the other hand, also pay the young person an expense allowance at least equal to FFR 250.

The prolongation can be made within the framework of a rider to the initial agreement between the State and the sponsor. This rider specifies the number of places opened up by these prolongations. The initial agreement

modified by this rider indicates thus a number of *TUCs* by ordinary law, whose basic remuneration is paid by the State and a number of prolonged *TUCs*, with a reversal of the financing of the remuneration of the young person.

### UNITED KINGDOM

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#### New Jobshare Scheme

The Job Splitting Scheme, which opened in January 1983, was designed to help employers create part-time jobs for unemployed people. Its aim was to encourage more flexible working patterns through a better utilisation of manpower, greater efficiency and improved competitiveness and thereby help to reduce unemployment. The Department of Employment provided a grant to employers for a year to meet any administrative and training costs.

On 1 April 1987 the Scheme was relaunched under the new title of **Jobshare**. There are three ways that Jobshare can be employed:

##### 1. Dividing an existing full-time job

The following categories of people are eligible:

- \* the holder of the full-time job that is being divided or

- \* someone who is claiming at an unemployment benefit office or
- \* is under notice of redundancy or
- \* is leaving particular Government schemes and has not worked since.

## 2. Creating new part-time jobs

People leaving particular Government schemes who have not worked since are eligible.

## 3. Combining regular overtime into a part-time job

The eligible categories of people are those:

- \* who are claiming at an unemployment benefit office or
- \* are under notice of redundancy or
- \* are leaving particular Government schemes and have not worked since.

A grant of £1,000 is paid in three instalments: £500 when the application is approved, £200 at the end of 26 weeks and £300 at the end of the year.

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# Special categories of workers

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## DENMARK

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### National action plan for equality in Denmark

With the national action plan for equality Denmark has taken an important step in the direction of improving women's conditions.

The plan is based on the ideas contained in the document "Forward Looking Strategies up to Year 2000" adopted by the UN Women's conference in Nairobi in 1985.

The action plan has been prepared by the so-called Nairobi-Committee with former Minister of Labour, Grethe Fenger Møller, as the chairman. The plan is based on a number of studies and reports from ministries. All ministries have been asked to identify equality problems within their field of competence and to come forward with proposals. The ministries have also submitted opinions concerning internal staff conditions and promotion and training possibilities seen in the equality perspective.

On 20 January 1987 the action plan was discussed in *Folketinget* (the Danish Parliament). It was decided to submit an annual report on the work in the equality field to the Danish National Equality Council and a Government report to *Folketinget* on the achievements in this field not later than in 1990.

According to the action plan the most important equality problem is the high level of unemployment among women.

Women account for 45 per cent of the labour force and in the early months of 1987 their share of unemployment was about 58 per cent. The problem is further accentuated by the fact that the majority of the new labour market entrants are also women.

At the same time there is a shortage of labour in certain occupational fields - typically, in fields where women are not traditionally employed. Due to the smaller classes of youth entering the labour market in the future the employers can foresee recruitment problems in occupations which are traditionally dominated by men.

The part of the action plan concerning the Ministry of Labour states that this development requires the following measures to be taken:

- \* An upskilling and reskilling of female labour for instance by a strengthening of vocational training activities
- \* Orientation of women's choice of education and occupation in the direction of non-traditional occupational fields; at the same time the companies should be brought to change their recruitment practices to include women to a much higher degree - especially by means of initia-

tives in the field of the public employment service.

Work with the action plan is taking place in several ministries at the same time as regards common problems. The Ministry of Education is thus also making an effort to make more girls/women go into non-traditional types of education and the Ministry of Education published an action plan as early as in June 1985.

The following outlines the initiatives mentioned in the part of the action plan relating to the **Ministry of Labour**. The main emphasis is on training, employment, information and guidance.

In the field of **vocational training activities** special experimental courses are being offered to women. The training is organised as training modules with a total duration varying from 6 months to one year. The training comprises a motivation element, an introductory vocational element, one or more periods of practical training in a private enterprise and, finally, training at a special training school.

On the basis of the experience obtained so far, the Directorate of Labour will initiate the development of a special training programme comprising training of longer duration for women in fields with good employment prospects. A guide has been published on methods in the teaching of women in connection with workshop training at the special training centres. Similar guides will be prepared for training courses under other programmes. For teachers at the training schools special courses will be organised in training methods based on women's situation.

The Directorate of Labour is encouraging schools to recruit more women as teachers. The procedure for appointment of members for the bodies in charge of the training schools should be laid down so that women from those trade unions that have a large female membership will be represented on the board of the individual training schools.

In the **public employment service system** the number of equality consultants was more than doubled in 1986 from 14 to 29. The public employment service has initiated - in cooperation with the Directorate of Labour - a number of local development projects to improve the guidance and motivation efforts of its offices directed towards women; in this connection extensive vocational guidance is offered to adult women in all regions.

Planning and implementation of pilot projects for women within the adult vocational training system are also to a wide extent taking place in cooperation between the public employment service, the training schools and the training centres.

**INDEX OF ARTICLES PUBLISHED IN inforMISEP  
(Nos. 1 - 18 of March 1983 to June 1987)**

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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
11. Studies

The abbreviations in parenthesis refer to the countries concerned, i.e. :

B Belgium  
D Federal Republic of Germany  
DK Denmark  
E Spain  
F France  
GR Greece  
I Italy  
IRL Ireland  
L Luxembourg  
NL Netherlands  
P Portugal  
UK United Kingdom  
EEC European Economic Community

When necessary, more than one descriptor is used to index an article.

<p>ABSENTEEISM: 2-1(I)</p> <p>AGRICULTURAL TRAINING: 2-4(IRL);14-4(E);18-4(E).</p> <p>ALTERNATING TRAINING: 8-6(F);12-6(IRL);14-1(E);14-4(E);14-5(I);15-4(E); 15-6(I);16-6(F);17-6(F).</p> <p>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);14-4(NL);14-11(IRL);15-4(E);17-6(F);18-1(I); 18-4(NL);18-6(NL).</p> <p>ARRANGEMENT OF WORKING TIME: 1-1(I,NL,EEC);1-7(DK,NL,EEC);2-1(B,D,I);2-7(B,D,DK,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,D,DK);7-7(B,F);8-5(B); 8-7(D,DK,NL);9-7(NL);10-7(F);11-7(B);11-10(NL); 13-7(B,NL);14-5(NL);14-7(B,D,F);15-7(NL);17-1(DK); 17-7(E,UK);17-9(NL);18-7(NL). See as well:</p>	<p>Flexible hours of work; Overtime; Part time employment; Retirement; Work sharing.</p> <p>CHILD CARE: 2-9(IRL);8-1(GR);12-6(D).</p> <p>CLANDESTINE EMPLOYMENT: 4-1(D);8-1(D);10-1(B).</p> <p>COMPULSORY EDUCATION: 3-4(B);15-4(UK).</p> <p>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); 13-6(NL);14-4(GR);14-5(GR);15-6(D,NL);15-10(NL);17-3 (NL);17-4(NL);18-5(GR);18-6(GR).</p> <p>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);15-1(F);17-1(F);17-3(F); 17-9(IRL).</p>
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see also:

AGRICULTURAL TRAINING;  
COMPULSORY EDUCATION;  
FURTHER TRAINING-CONTINUING EDUCATION;  
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IRL, UK); 11-6(NL); 13-3(L, NL); 14-11(D); 15-3(E, NL); 15-6  
(DK); 16-2(B); 17-3(E, NL, UK); 17-4(NL); 17-5(B, GR); 17-6  
(DK); 17-7(B); 18-2(D); 18-3(E, P); 18-4(F); 18-5(B, GR, E, F,  
I, P); 18-6(P, NL); 18-9(NL).

UNEMPLOYMENT DURATION:

4-9(D, NL); 13-6(D); 17-3(D); 17-9(F); 18-1(E); 18-6(F);  
18-9(NL).

UNEMPLOYMENT INSURANCE:

see: FINANCIAL AID

VOCATIONAL GUIDANCE

2-4(GR); 4-6(UK); 6-6(IRL); 11-3(IRL); 14-4(NL); 16-4(NL);  
17-1(DK).

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); 13-4  
(NL); 14-4(GR, E, NL); 15-4(E, IRL, UK); 15-7(NL); 16-1(IRL);  
16-4(D); 16-6(UK); 17-1(DK); 17-4(I, NL); 17-6(D); 18-4(E,  
UK); 18-6(B, UK); 18-9(NL).

VOLUNTEER WORK:

1-1(NL); 2-3(B, UK); 3-3(NL); 7-3(IRL); 8-3(NL); 11-3(UK);  
15-3(NL).

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); 13-1(E, GR, I); 14-1(UK); 15-1(I, E); 16-5(UK);  
16-6(UK); 17-1(D, P); 18-3(I); 18-6(NL).

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); 14-4(GR); 15-4(NL);  
15-6(DK); 16-6(F); 17-1(I); 17-4(NL); 17-6(DK, D); 17-7(UK);  
18-6(F, I); 18-7(NL).

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); 13-7(B); 14-1(E); 14-5(NL); 15-7(B, NL);  
17-7(B); 18-3(I);

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); 17-1(D).

YOUTH:

1-1(EEC); 1-4(DK, NL); 1-5(DK, GR); 1-6(D, F); 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,  
I, 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);  
13-1(E); 13-4(IRL); 14-1(UK); 14-4(GR, E, IRL, NL); 14-5  
(I, P); 14-11(IRL); 15-4(E, IRL, UK); 15-5(I); 15-6(F, IRL,  
I); 16-1(IRL); 16-5(P); 16-6(F, NL, UK); 17-1(DK); 17-4(IRL);  
17-6(DK, F, NL); 18-1(E); 18-3(P); 18-5(GR, I, P); 18-6(B, NL).

It is also necessary to inform employers about women's qualifications and skills in order to change prejudices against women. This is done at seminars and conferences and projects are initiated on new methods in outreach activities directed towards enterprises with a view to promoting recruitment and employment of women at all levels.

An important element of the work of the equality consultants is also to ensure that the staff of the public employment service will include much more than previously the question of equality in their daily work and contacts with the users of the system.

By way of example conferences are being organised for the guidance counsellors on barriers to women's choice of occupation. Furthermore, the Directorate of Labour is promoting the integration of the equality work in the overall activities of the public employment service, among other things, by taking up the equality problems in connection with general basic and further training courses for all employees.

In addition to the measures to combat female unemployment the part of the action plan concerning the Ministry of Labour also deals with equality of treatment, equal pay and safety and health at work.

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## IRELAND

### Women in Business Programme

The Women in Business Programme administered by the Department of Industry and Commerce is designed to encourage more women to set up their own businesses. The programme involves liaison with the various state agencies to promote more direct attempts to encourage women entrepreneurs. In addition, a free consultancy service is available to provide advice and information to those with business ideas. Where queries cannot be dealt with adequately by phone, an individual session can be arranged with a business consultant at any one of a number of centres throughout the country.

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## ITALY

### Foreign workers from non-Community Member States

Decree-law no. 242 of 27 June 1987 provides for a further extension of the time limit set by law no. 943 of 30 December 1986 (cfr. iM 17) and subsequently by decree-law no. 154 of 27 April 1987 for regularising the situation of clandestine workers from non-European Community Member States. The final deadline has been set at 27 September 1987. The decree-law enables such workers to establish a working relationship even as part-time or home workers.

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## NETHERLANDS

### Legislation on equal treatment between men and women

A Bill has been introduced to the Second Chamber to reform the legislation on the equal treatment between men and women by bringing in clearer and hence more

effective legislation for the workplace.

The Bill intends to combine into a single act the three existing acts on equal pay for women and men, equal treatment between men and women and equal treatment between men and women in the public administration. With a single exception, the legislation will also apply to the military, who are government personnel.

According to the proposals, the ban on unequal treatment between men and women when offering a job will be clarified. What is new is the possibility of demanding the rectification of an advertisement or a job offer which unjustly draws a distinction between men and women. The ban on inequality of treatment as regards access to vocational training and educational courses will be extended so that it also applies during and at the end of education or training, such as for example exams.

Finally, the Bill proposes the possibility of preferential treatment over a period of five years in cases where one of the sexes is clearly at a disadvantage; this would be limited to women. Before the expiry of this period, an evaluation will be made to determine whether the preferential treatment for removing the backwardness can then be applied to both men and women.

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## NETHERLANDS

### Evaluation of the *JOB*-Scheme

*JOB* stands for *Jeugd Ontplooiingsbanen*. It is a measure which aims at providing under-25s long-term unemployed with work experience in a temporary job for up to one year through *START*, the temporary employment agency. Employers who offer young people a job in the context of the *JOB* Scheme receive a subsidy of 33% of the relevant minimum (youth) wage.

A recent evaluation concludes that, overall, the *JOB* experiment can be considered a success. This is because the scheme has led to the permanent strengthening of the position of long-term unemployed young people on the labour market. That use is made of the temporary employment agency system is important for the approach to tackling long-term unemployment from the policy viewpoint.

*JOB* was launched in 1984. At present, approximately half the employment offices cooperate in the Scheme. The Minister recently decided to extend the Scheme to the whole country.

The survey estimates that 30% of the target group are covered by the Scheme. The overall length of placement seems to average nearly six months. For the rest, the number of placements lasting less than one month remains rather high: 20% to 25%. On average, the young people work about 31 hours per week in the *JOB* jobs. On the whole, the participating young people and the companies come up to the Scheme's requirements.

Relative to the total, many small and medium sized companies participate in the Scheme. The researchers state that the idea that the temporary employment agency system would lower the threshold for small companies has clearly proved correct. Women seem to be underrepresented in *JOB*, probably because a relatively large number of placements are made in industry where companies seem to be most interested in the Scheme.

At the moment of making the survey, at least half the young people who had participated in the Scheme had found a job in the meantime. In most cases these jobs

were an improvement on their previous jobs held under the Scheme.

*JOB* jobs rarely include training but accompanying support is given. The young people participating in *JOB* do not seem to be in great need of more support and training.

The researchers consider that in most cases the placement of the participants entails displacement. The displacement takes place in the form of long term unemployed young people being given preference over other young people. The researchers estimate that this occurs in 80% of all cases. However, there would appear to be only a small chance for a young person in the Scheme displacing another young person belonging to the same target group. It can thus be concluded that the Scheme leads to improved employment opportunities for the target group.

The chances of competition being distorted are negligible. The financial benefits of companies participating in the Scheme are limited. Moreover, in a number of cases the circumstances are such as to make the occurrence of distortion of competition less probable: in small companies where the owner works on the shop floor, the only result of placing a young person in such a company would probably be that the owner himself would work less.

## NETHERLANDS

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### Municipal work for unemployed young people

When young unemployed people are taken on by municipal departments and services, for instance in the context of the *WVM*, the measure to enlarge employment opportunities, or by working whilst in receipt of benefit, there is a great risk that the work will not be additional but rather regular work. About 80% of the work done by the unemployed consists of doing things which would in any case have been done. Such are the findings of a recent survey.

The aim of the survey was to examine the motives for and the effects (societal and labour market) of putting young persons to work through *WVM* or through working whilst in receipt of benefit. *WVM* aims at fostering the creation of additional employment opportunities and the integration of special groups of unemployed people into working life. The measure is designed for people who have been unemployed for at least 12 months and, in the case of young people under the age of 23, who have been unemployed for at least 9 months. Employers receive a subsidy, the amount of which depends on the unemployed person's age.

The survey examines the extent to which these unemployed people who are put to work carry out work which is not additional and consequently, threaten or actually displace paid workers. It shows that, except for those cases where possible displacement effects are strictly checked, young people are usually doing work that:

\* is required by law; or

\* was, in the year previous to the persons being put to work, still being carried out by officially paid manpower and was then scrapped on economic grounds; or

\* was, in that year, still being contracted out to companies in the market sector.

So there is a clear connection between expenses being cut down and "making work" for unemployed people. Putting such people (through the *WVM* or volunteers) to work opens up the possibility to save on contracted-out

work, to absorb manpower requirements as a consequence of cuts and personnel turnover, to reduce the speed of cut-backs, to launch new activities for which no money is available and to use public funds for (additional) manpower to purchase machinery for automation.

The study has also examined the extent to which the young people themselves benefited from being put to work by the municipalities, in the sense of being given training and gaining work experience which would improve their prospects on the labour market. Training and support seem still to leave much to be desired. Really vulnerable groups generally were not reached because of the high educational criteria: at least *MAVO* (advanced elementary education). Seen in the light of national data, participants' prospects of moving into employment did not improve.

### Policy suggestions

From the viewpoint of equality before the law, special criteria should be incorporated into the Act on non-remunerated work carried out by benefit recipients (*WOAU*) aimed at preventing negative labour market effects and fostering positive social and societal effects.

As regards *JWG* (Youth Employment Guarantee Scheme) the researchers consider that the condition for the employment to be additional should be scrapped as unrealistic. If *JWG* really aims at improving the prospects of moving into employment, then support, retraining and further training have to be guaranteed, with the assurance that there are no minimal educational criteria.

On the basis of their findings the researchers expect *JWG* jobs to be created in particular in those places which have been subjected to cut-backs. Many of the unemployed young people have in fact been trained for those sectors. It is precisely in those sectors where they should not be put to work, since there is little prospect of finding a permanent job there.

The researchers believe that the *JWG* should also be applied in the market sector given the cuts in expenditure in the public sector, the policy aimed at strengthening the market sector and the difficulties which people having only elementary education experience in the market sector.

## NETHERLANDS

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### Continued decline in school leavers' unemployment

The decline in unemployment among school leavers which started in 1984 has continued in 1986. An increasing number of school leavers are rapidly finding employment. Unemployment among the under 23s dropped by nearly 15% in 1986 and that of school leavers by 16.4%. The percentage of unemployed school leavers in the youth unemployment figure overall fell from some 41% to 39%. This decline, on the one hand, is linked to the economic recovery and, on the other, is a result of the joint efforts of government and the social partners. The decline in the number of school leavers is expected to continue at an increasing rate in the coming years.

This comes out of the tenth Annual School Leavers Letter 1987 which the Ministry of Social Affairs and Employment has sent to the employment offices, careers masters, the social partners, municipalities and educational organisations. The Letter contains information on the flows of school leavers on the labour market, their participation in vocational training and further training and the development of employment in the industrial

sectors.

In 1985 an average of some 100.000 under 23 year old school leavers were unemployed. Last year this number had dropped to some 84.000, a trend which continued into 1987: at the end of February unemployment among school leavers, seasonally adjusted, amounted to 76.000.

## NETHERLANDS

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### Youth Employment Guarantee Scheme

Contrary to what had been expected, the Youth Employment Guarantee Scheme (cfr. iM 16 and 17) will not become operational this summer but only in the course of next year. In anticipation of the scheme, the Government is making Dfl. 39m available for the municipalities as a subsidy towards the costs of schemes for creating temporary jobs for young people. It is hoped that 4000 jobs will be created.

## NETHERLANDS

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### Extension of Private Members' Act *Vermeend/Moor* (Scheme for the long-term unemployed - *MLW*)

The *Vermeend/Moor* Act came into force on 1 October 1986 (cfr. iM 16). On the basis of the current legislation, employers who between 1 October 1986 and 31 December 1987 contractually hire a long-term unemployed person (LTU) either for an indefinite period or for a fixed term of at least 2 years' duration, can be exempt for at most four years from paying social security contributions on behalf of the LTU. To be eligible, the unemployed person must have been registered as a jobseeker at the employment office for more than 3 years and must be

over 21 years of age. In addition to the exemption from social security contributions, the employer can claim a one-off payment of Dfl. 4.000 for each person taken on under the Scheme to cover the costs of training and accompanying support.

According to the modified Private Members' Act *Vermeend/Moor*, employers who offer LTUs an employment contract for less than 2 years but for a term of at least six months, will henceforth also be exempted from paying social security contributions for the LTU they hire.

In addition to expanding the Act to include fixed term employment contracts of shorter duration, the Private Members' Bill also broadens the target group. Under certain conditions, people who have been unemployed for two years can also come under the Scheme: persons who have been unemployed for at least two years and who then, in consultation with the employment office, participate in training, retraining or further training programmes. These programmes aim at increasing the participants' prospects on the labour market. After terminating such a programme, the participant can come under the Act. This means that an employer who offers an employment contract to such a trained, retrained or further trained jobseeker can claim exemption from social security contributions and the one-off subsidy for accompanying support. At the same time the Bill contains the provision that jobseekers under the age of 21 are also eligible for this sub-section of the modified Act. The employment office is authorised to let a young LTU come under the Act if special employment programmes in the region of the employment office have no or insufficient effects for the LTU in question.

Furthermore, the final date of the Act has been modified in the Private Members' Bill. The current Act will expire on 31 December 1987, the Minister of Social Affairs and Employment being authorised to extend the Act by one year. In the Bill of amendment, the provisional "final date" of the Act has been fixed at 31 December 1988, the Minister being authorised - after an evaluation of the Act - to extend it.

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## Working time

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### BELGIUM

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#### New working time systems in companies

Over the past few years, labour regulations (and in particular those on working hours) have been the subject of repeated modifications:

\* Royal decree (*AR*) no. 179 of 30 December 1982 concerning experiments for re-arranging working time (cfr. iM 6 and 13);

\* *AR* no. 225 of 4 December 1983 which laid down how overtime should be recouped (cfr. iM 11);

\* the law of 22 January 1985 (economic recovery law containing social provisions) which organised the annual duration of work through flexible hours (cfr. iM 11).

This rapid change consisted of completely different facets which nevertheless included two common features: ensure the competitiveness of enterprises and give a boost to employment.

The experiments brought about overall discussions

within the *CNT*, the national labour council, on the issue of labour regulations. This work has been successfully completed, leading to an agreement between the social partners in the form of an Opinion (no. 838 of 23 April 1987) concerning the introduction of new working time systems in companies (cfr. iM 14).

The implementation of this agreement will be by means of two complementary legal instruments, i.e.

\* a national ("intersectorial") collective agreement laying out the conditions, the levels and the methods in which negotiations preceding the introduction of new working time systems must be conducted:

\* an autonomous law allowing derogations from a number of provisions of the labour regulations (eg. ban on Sunday working, normal limits of the duration of work, pay, etc) so as to define the framework in which the new working time systems can be drawn up.

The autonomous law was voted by the Chambers (law of 17 March 1987 - Official gazette (*MB*) of 12 June 1987) and the collective agreement made compulsory by *AR* of

18 June 1987 (collective work agreement no. 42, MB of 26 June 1987).

### Scope

The scope of the law and of the collective agreement are identical: the new system is only applicable to the private sector. Given the opposition of the smaller retailing business sector (*classes moyennes*), fearing increased competition from the big distribution companies, the distribution sector has been excluded from the new system.

The workers concerned by the introduction of the new working time systems must be employed on open-ended employment contracts except in industries and companies where it is customary to conclude for the same category of workers fixed-term contracts or contracts for a clearly defined job.

Workers can only be employed under new working time systems if they volunteer. This voluntary character is not, however, required, if the new working time system concerns the whole company or a whole division of it.

### The notion of "new working time systems"

The law of 17 March 1987 lays down the meaning of new working time systems: those which seek to extend or adapt the actual operating time within the enterprise and promote employment.

The newness of the working time system should be assessed by comparison with what existed within the enterprise and not by comparison with what existed in the law (mainly the labour law of 16 March 1971). The form the positive effect on employment should take is not specified. This will be up to the social partners at the level of either the joint commission (sector-level) or the company. They can opt in particular for an increase in the number of workers employed, but they can also decide on a reduction in the number of days of short-time working or a reduction in the number of proposed dismissals in the context of a procedure for collective redundancies.

### Introducing the new systems

Introducing the new systems requires a specific two-step procedure to be followed: first, the workers (or their representatives) have to be informed; second, negotiations have to be organised dealing with all the conditions and implications of the new working time system.

As regards the first, the employer needs to give the workers prior information when he/she envisages introducing a new system (eg. weekend shifts, rotating shifts, etc.) and the factors justifying its introduction (eg. improved return on capital, competition from other firms, etc.). This information must be given (in writing) to the works council or the trade union delegation (where there is no works council) or to each worker individually (where there is no trade union delegation).

As regards the second, no agreement on introducing new working time systems can be concluded within firms before the question is debated within the joint commission (*commission paritaire*). However, if within six months from the time a request has been submitted by one of the parties to the chairman of the joint commission, no collective agreement has been concluded, negotiations can be started at company level.

#### \* Sector-level negotiations

The collective working agreement concluded within the joint commission covers:

- the procedure to be followed in negotiations within companies: the competent bodies, the time limits to be observed, the methods of negotiation, etc.

- the contents of negotiations: the questions on which negotiations are compulsory (duration and hours of work, employment impacts, pay, etc.); and authorised derogations. The collective agreement can limit these derogations to some of those provided for by the law of 17 March 1987; it can also provide for possible derogations from collective working agreements in force in the sector.

Collective working agreements concluded within the joint commission can be completed and made more specific at the company level.

- \* Company-level negotiation where there is no sector-level agreement.

In the event of no collective working agreement being concluded within the time prescribed, negotiations can be carried out directly at the company level within a stricter framework set out in the autonomous law and collective agreement no. 42.

### Authorised or imposed derogations

The law of 17 March 1987 allows, in the context of the new forms of negotiation, derogations from a certain number of legal provisions.

Some of these provisions, the most important, are optional. They can be chosen to "construct" the new working time system. Others are rather accompanying measures and must be applied by right, irrespective of the wishes of the parties, to every new working time system brought in within the framework of the two new legal instruments. Before detailing these derogations, it must be specified that all legislation which is not specifically derogated from by, or in pursuance of, the law of 17 March 1987 continues to apply to workers employed under the new working time systems.

#### Optional derogations

- \* Sunday rest: The ban on Sunday working can be lifted. Time off in lieu (which remains compulsory) can be taken later than within the normal time limit of 6 days.

- \* Nightwork: The ban on nightwork can be lifted, but only for male workers.

- \* Length of the working day: Work within a new working time system may exceed the normal limits laid down by law (8 hours per day and 40 hours per week) or lower limits fixed by a collective working agreement, provided that:

- the working day does not exceed 12 hours;
- the normal length of work is respected on average over a period of 3 months or a longer period, provided for in the agreement, which cannot exceed one year;
- at no time in the cycle established for the new working time system the worker has worked more than 65 hours in excess of the weekly working hours to be respected; and
- provided that the hours worked in excess of the normal working time took place within a working schedule set out in the work rules (workers cannot be put to work outside such schedules).

- \* Building works: Exemptions can be made from the legal ban on building work being carried out beyond the strict limits laid down by the law of 6 April 1960 concerning building works.

- \* Public holidays: Two types of derogations are allowed:

- Weekend shift working: Workers are hired to work solely or mainly on weekends and public holidays. They are entitled to time-off to compensate for public holiday working, but this time-off can coincide with the days they do not work; this means that in fact they do not get the compensatory time-off but they are entitled to pay for ten days public holiday per year, calculated according to the



terms described below.

- Other working systems: workers who do not generally work on public holidays might well not be given time-off which counts towards working time for public holidays falling on a Sunday or a normal non-working day.

By not replacing one or two public holidays, their total could be brought down to 8 or 9. As in the previous case, these workers will be entitled to pay for ten public holidays calculated according to the terms described below.

#### Accompanying measures

##### \* Pay

The pay which a worker can claim for *petit chômage* (short absence from work) or for a public holiday, as well as the pay lost on account of the *jour de carence* (waiting day = first day of illness) is equivalent to 1/5 or 1/6 of the pay related to the working week of this worker, according to whether the other workers in the company are employed for a 5 or 6 day working week.

As regards payment of the guaranteed wage, the pay is that which the worker would have received had he been able to work that day and not the pay which is due on the basis of legislation on public holidays (as is laid down by the law concerning employment contracts).

The worker will be entitled for each pay period to pay based on the average working week. Work in excess of the normal length of work will only be paid, once compensatory time-off is given.

##### \* Overtime

Derogations authorised in the context of the law of 17 March 1987 do not entirely do away with the need for working overtime.

This overtime is not exempted from overtime bonuses. Thus, any overtime carried out which is not provided for in the normal working time beyond the limits of 9 hours a day or 40 hours a week or lower limits fixed by collective work agreement, opens up the right to a bonus payment of 50% in the week or 100% on Sundays and public holidays.

##### \* Work rules

The work schedules of the new working time systems must, as all others, be taken up in the work rules.

However, since the introduction of new working time systems must always be preceded by the workers (or their representatives) being informed as well as by negotiation, it was hardly useful to impose that the procedures provided for in the law of 8 April 1965 instituting work rules should be followed as well. The work rules can be modified in the following way:

- in cases where a sector-level collective working agreement has been concluded, this agreement will itself lay down the procedure for modifying the work rules

- where there is no such sector-level agreement, the work rules will be automatically modified either by a collective working agreement concluded between the employer and all the trade unions represented within the trade union delegation or by a draft submitted to the joint commission in firms having no trade union delegation, provided that the draft has not been rejected by the joint commission.

The provisions which are brought into the work rules according to these procedures become an integral part of the agreement which is the origin for introducing the new working time system within the company. Individual modifications normally allowed by the law of 8 April 1965 could disturb this balance and are hence not allowed.

#### **The lot of AR no. 179**

The law of 17 March 1987 and collective work agreement no. 42 are designed to replace royal decree no. 179 of

30 December 1982. Since the law in question came into force, employers can no longer draw on the provisions of the above mentioned royal decree. However, agreements on rearranging working time concluded prior to that date (as well as their possible extensions) continue to be governed by the provisions of royal decree no. 179.

## **SPAIN**

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### **Early retirements in crisis enterprises**

Various measures have been adopted in Spain over the last few years to bring forward retirements. Particularly important in this respect are those concerning sectors being restructured and crisis enterprises which do not belong to these sectors. The 9 April 1986 decree concerns the latter; it sets out the provision of aids for early retirements for workers from these enterprises who are 60 or more years old and stop working before having reached the normal retirement age (65 years).

The amount of the early retirement aid is equal to 75% of the average pay received during the 6 months prior to stopping work. This amount can under no circumstances exceed that of the retirement pension which the worker would be entitled to if he had reached normal retirement age. The amount is raised from the second year according to the forecast increases in the consumer price index for the year in which the aid will be paid. During the period of receiving the aid, the beneficiary's situation as regards the social security system is equated with that which he/she had previously and he/she continues to contribute for the most usual risks. To this end, the average of the contribution basis during the six months immediately preceding the cessation of work will be taken as contribution basis.

Finance for the aid for early retirement and the employer's social security contributions are borne by the enterprise making the request (60%) and the State budget (40%). The participation of enterprises can be increased following their prior agreement.

## **FRANCE**

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### **Working time**

#### **Law no. 87.423 of 19 June 1987**

During its spring session Parliament passed a law concerning the duration and organisation of working time, the text of which was published in the Official Gazette of 20 June 1987.

### **Annualisation (*modulation annuelle*) of the working week**

(Labour Code Art.L 212-8 to 212-8-5)

The law provides for the possibility of "modulating" weekly working time over all or part of the year without the hours worked over and above 39 (within the annualised limit) giving rise to bonuses, compensatory time-off or being counted towards the annual overtime quota. In other words hours worked in excess of 39 per week will be compensated for by hours not worked under 39.

This *modulation* will be possible not only by "extended" sector-level agreement (Editor's note: such Ministerial extensions make the agreement applicable to all enterprises covered by the sector, not just those affiliated

to the signatory organisations), as was previously the case (the law of 28 February 1986), but also by company- or plant-level agreement. However, to come into force, this company- or plant-level agreement must not have been opposed by those non-signatory trade union(s) which have received more than half of the votes of the electors enrolled in the last "occupational elections".

The *modulation* of the working week will be limited, in principle, to 44 hours per week; it will be allowed to exceed this 44 hours weekly limit only provided that this eventuality is explicitly laid down in an extended sector-level agreement.

The *modulation* must be compensated for by a clause which the signatories of the agreement have to agree to ("reduction in working time or any other compensation, in particular financial or training").

In cases where the duration of working time is, on average over the year, more than 39 hours per week, the excess hours are paid for at the latest at the end of the annual period defined in the agreement. They open up the right to increased pay (+25% for the first 8 hours and +50% for the following) or to compensatory time-off (1 hour 15 minutes for overtime for the first 8 hours and 1 hour 30 minutes for the following hours).

The law also brings in a possible new system of counting overtime using work "cycles" instead of calendar weeks: provided that a company's or plant's working hours are divided up within a cycle of "several weeks in a fixed and repetitive way from one cycle to another", only hours exceeding an average of 39 during this period will be considered as overtime. However, this approach will only be possible in three cases:

- \* in companies using continuous processes, as is already provided for in certain decrees implementing the 40 hour working week which are provisionally maintained;
- \* in cases authorised by decree;
- \* when this possibility is provided for by extended sector-level agreement which must set down the maximum length of the "cycle".

### **Women's nightwork**

(Labour Code Art. L 213-1)

The new law allows exemptions from the ban on women's nightwork (ie. any work carried out between 22.00 and 5.00) when, "because of particularly serious circumstances, this is required in the national interest" (a formulation in conformity with Art.5 of ILO Convention no. 89). This possibility is subject to two cumulative conditions:

- \* an extended sector-level agreement must provide for the possibility of such an exemption for companies operating with continuous shift systems (such an agreement can "include measures seeking to ensure the occupational equality between men and women");
- \* a company- or plant-level agreement (which has not been opposed by trade unions which are not signatories but have received more than half the votes of the electors enrolled in the last "occupational elections") must autho-

rise the use of this exemption. Where there are no trade union representatives within the company, authorisation must be received from the labour inspector after the opinion of the works council or staff delegates, where they exist.

### **Lifting some restrictions on women's work**

(Labour Code, Arts. L 222-2 and 222-3)

By repealing or modifying articles L 212-9 to L 212-12 and L 222-3 of the Labour Code, the law does away with a certain number of possible restrictions on women's work. The following are thus abolished:

- \* the ban on employing women for a full 10 hour working day without interspersing this work with one or more breaks for a total length at least equal to one hour, these breaks having to be organised at the same time for all the women thus employed (except in continuously fired plants, mines and quarries);
- \* the ban on organising work in shifts for women (except in continuously fired plants and establishments set out in a ruling by the public authorities), their work having to be - in cases where work is organised by successive shifts - continuous, except for interruption for a break or breaks;
- \* the ban on employing women in workshops or on sites during public holidays.

### **Continuous working**

(Labour Code, Art. L 221-10)

The law authorises the giving of weekly rest in rotation in "industries where a collective agreement or extended agreement provides for the possibility of organising work continuously for economic reasons".

Continuous working can thus be authorised for economic reasons by a collective agreement or extended agreement and not solely, as was previously the case, for technical reasons.

### **Intermittent work contract**

(Labour Code Arts. L 212-4 and 212-10)

From now on open-ended intermittent employment contracts can be brought in for permanent jobs consisting by their very nature of alternating periods of work and non-work:

- \* not just by extended sector-level agreement (as was the case previously),
- \* but also by company- or plant-level agreement (which has not been opposed by non-signatory trade unions which have received more than half the votes of the electors enrolled in the last occupational elections).

This (sector-, company- or plant-level) agreement can furthermore lay down:

- \* specific provisions for wage-earners having an intermittent employment contract for determining their collective agreement rights recognised for full-time wage-earners;
- \* payment to these wage-earners of an average monthly remuneration irrespective of the number of hours actually worked and calculated on the basis of their annual working hours.

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# Placement

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## SPAIN

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### Geographical mobility aids

The ministerial decree of 28 February 1987 governs geographical mobility aids for unemployed persons registered at employment offices (and their families) in cases where, having been offered a job, they must leave their normal place of residence for another place within the country.

Two types of aid are available: on the one hand those seeking to ease travelling of the worker and his family from his home to his new place of work, and, on the other, a set of social measures which were not included in the previous regulations. Among the former there is the

agreement for special tickets between the public administration and the transport companies as well as a per diem of ptas. 1.700 for travel. To help the family to be together when the employment contract for the new job lasts more than one year, the travel expenses for the family are reimbursed as well as all or part of the expenses for furniture removals up to ptas. 135.000 for removals within the peninsular and ptas. 175.000 for others.

The social measures cover: accommodation for the workers and their families; public or officially recognised day nurseries; health care for the worker and his family should he not be entitled to social security services; education and vocational training aimed at social reintegration; and sociological studies to enhance the understanding of the situation of specific groups. These actions can be carried out through agreements with other institutions.

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# Miscellaneous

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## ITALY

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### Regulations for the protection of Italians working abroad in non-European Community countries

Decree-law no. 211 of 1 June 1987 lays down regulations regarding the protection of Italian workers who are working abroad in non-European Community Member States. It provides for these workers to be compulsorily registered with social security and social welfare insurances for such matters as invalidity, old age and survivors, tuberculosis, involuntary unemployment, industrial accidents and occupational diseases, and maternity.

Italian workers who are available to take up a job abroad have to register on a special placement list of the regional employment office which grants the *nulla osta* (authorisation) for the hiring which can take place by nominative request (i.e. employers are allowed to select their new recruits by name). Employers wishing to hire

Italian workers for work abroad or for transferring them to a foreign country have to present a request for authorisation to the Ministry of Labour and Social Security.

The decree-law lays down the provisions implementing the insurance systems and the contributions to be borne by the employers. The expenditure foreseen amounts to some LIT 109 billion for the 1987-89 triennium.

## NETHERLANDS

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### Job Improvement Incentive Scheme 1987

The Job Improvement Subsidy Scheme 1985 (continued in 1986) is being continued again in 1987 under the name of *Stimuleringsregeling functieverbetering 1987* (Job Improvement Incentive Scheme 1987).



**Rough currency conversion rates**

One European Currency Unit (ECU) was roughly equivalent to the following amounts of national currencies in August 1987:

- |                  |           |
|------------------|-----------|
| • Belgium        | 43 BFR    |
| • Denmark        | 7.8 DKR   |
| • Germany        | 2.06 DM   |
| • Greece         | 151 DRA   |
| • Spain          | 145 PTA   |
| • France         | 6.9 FF    |
| • Ireland        | 0.77 IR£  |
| • Italy          | 1,480 LIT |
| • Luxembourg     | 43 LFR    |
| • Netherlands    | 2.32 HFL  |
| • Portugal       | 154 ESC   |
| • United Kingdom | 0.73 UK£  |



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Germany	Magda Schleeeger, Bundesministerium für Arbeit und Sozialordnung Lutz Vogt, Bundesanstalt für Arbeit
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Italy	Teodosio Zeuli, Ministero del Lavoro e della Previdenza Sociale
Luxembourg	Jean Hoffmann, Administration de l'Emploi
Netherlands	Chris Smolders, Ministerie van Sociale Zaken en Werkgelegenheid
Portugal	Victor Viegas, Ministério do Trabalho e Segurança Social
United Kingdom	Peter Irwin, Department of Employment
European Commission	Andrew Chapman, DG V/A/1
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