

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

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**Overall developments**

**Spain:** Reforming employment services; **Ireland:** National Recovery Programme; **Italy:** Labour market regulations; **Netherlands:** Flexible working; **United Kingdom:** Employment service restructured.

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**Aid to the unemployed**

**Belgium:** "Job-clubs"; **France:** Unemployment insurance agreement; Public employees.

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**Training**

**Germany:** Transborder apprenticeships; Young Greeks in Germany; **Spain:** *Plan FIP*; **Ireland:** Management training; **Netherlands:** *C(A)WVs*; Training leave; **United Kingdom:** New training programme.

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**Job creation**

**Greece:** Various projects; **Portugal:** Cultural heritage; Young entrepreneurs; **United Kingdom:** JRS and NWS.

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**Special categories of workers**

**Denmark:** Decentralisation of measures; **Spain:** Equality of opportunity; **Ireland:** School-leavers; **Netherlands:** Discrimination; Integrating women; Positive action programme; *JWG*.

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**Working time**

**Greece:** Shop opening hours.

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**Placement**

**Germany:** Radio and television; **Italy:** Repertory of professions.

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**Miscellaneous**

**Greece:** Free movement of workers; **Spain:** Labour force survey methodology.

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**Centrefold:** Promoting the entrepreneurial capacities of the unemployed

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## Developments at a glance

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<b>Belgium</b>	The first "job-clubs" having been set up in Flanders in October 1987, this article describes their functioning and first results (p. 7).
<b>Denmark</b>	Special measures to combat youth unemployment are being decentralised (p. 14).
<b>Germany</b>	A brochure has been published in French aimed at encouraging young persons in France to take part in German vocational training (p. 8). A pilot project is training 60 Greek youths in Germany with possible practical periods in Greece (p. 9). Job vacancies and situations wanted are being publicised on radio and TV (p. 18).
<b>Greece</b>	Since the beginning of 1988 there is freedom of movement of workers between Greece and other Community countries (p. 18). Various new or renewed job creation measures have been introduced in January (p. 13). Shop opening hours in Athens have been made continuous to create jobs and alleviate traffic congestion and atmospheric pollution (p. 17).
<b>Spain</b>	The latest annual report of the Ministry of Labour indicates changes in the management of the placement service and action to raise the quality of training (p. 3). The national training programme, <i>Plan FIP</i> , is being enhanced and brought into line with ESF thrusts (p. 9). The labour force survey methodology is being brought into line with Eurostat (p. 18). A plan for women's equality of opportunity 1988-90 has been approved (p. 15).
<b>France</b>	The unemployment insurance agreement between the State and the social partners has been renewed for 1988-89 (p. 8). Specified categories of public employees can now join the <i>UNEDIC</i> unemployment insurance system (p. 8).
<b>Ireland</b>	An advisory committee on management training will report in June 1988 (p. 12). The main aim of the Programme for National Recovery is to create an extra 20.000 jobs per year in manufacturing over the next 10 years (p. 3). The 1987 school-leavers' survey showed little change over the previous year's situation (p. 15).
<b>Italy</b>	A bill contains previously existing employment measures and new schemes for employment maintenance and growth (p. 4). <i>ISFOL</i> has published a repertory of professions (p. 18).
<b>Netherlands</b>	An investigation has been made of the value of <i>C(A)VV</i> training courses (p. 12). A circular to employment offices gives advice on preventing discrimination on the labour market (p. 15). A ministerial working group has reported on flexible working relationships (p. 4). A ministerial circular proposes positive action programmes for women (p. 17). A pilot project approach is temporarily replacing workers going on training leave by unemployed jobseekers (p. 12). A report indicates what employment offices are doing to help women back into jobs (p. 16). The Youth Employment Guarantee Scheme ( <i>JWG</i> ) is now scheduled to come into force in January 1989, which necessitates the extension of temporary measures (p. 17).
<b>Portugal</b>	A new employment promotion scheme aims to preserve the national cultural heritage (p. 14). The fund for supporting initiatives of young entrepreneurs is being boosted in 1988 (p. 14).
<b>United Kingdom</b>	The Job Release Scheme and the New Workers Scheme have been closed (p. 14). Existing training programmes for unemployed people over 18 have been brought together in a single new training programme (p. 13). The national employment services have been restructured (p. 5).

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# Overall developments

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## SPAIN

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### Reforming employment and training services

The annual report of the Ministry of Labour and Social Security (*Mercado de trabajo en España durante 1986. Coyuntura y programas de actuación*) reaffirms the continuation of the main thrusts of employment policy in the future and examines the fundamentals on which the new projects of the Spanish government are based. These new projects concern improving the management of employment and vocational training (which is dependent on amending the Basic Employment Law and revising existing legislation) as well as improving the management of *Plan FIP* and the quality of training.

### Management and enhancement of employment

\* Making use of public employment services will in future be voluntary. This is because their previous compulsory character created too bureaucratized and formal a relationship between these services and unemployed persons. This change will coincide with the banning of private intermediaries on the labour market which pursue placement for profit; the only alternative to using the public services will be the direct hiring of workers by employers. Furthermore, this change will be accompanied by new regulations governing the activities of headhunters, clearly differentiating their activities as placement brokers and guaranteeing that they act legally.

\* The government will bring in regulations for the whole set of elements constituting a dynamic placement service. Since the supply of and demand for jobs have an important time dimension, the new legislation will regulate all matters concerning their inception, duration, the causes of their suspension and their termination, as well as the criteria which the employment service should use for matching them and managing them.

\* The aim of the structural reform of *INEM* management is to establish closer contacts with the unemployed, to enhance vocational qualifications and to promote employment. To achieve this, four objectives will be striven for: to strengthen the participation of the social partners within *INEM*; to debureaucratise and decentralise the management of *INEM*'s functions by interlinking them; to design *INEM* as one element in the process of making the socio-economic environment more dynamic; and to personalise contacts between *INEM* and workers and employers.

\* For rationalising and improving the functioning of the employment offices, contacts with jobseekers will be more personalised, the different functions of *INEM* will be interlinked and jobseekers will be directed to more specialised services. In the short term, 13 *OPECs* will be set up: offices for the enhancement of employment and skills. *OPECs* will specialise in the active management of employment, prospecting regional labour markets, managing vocational qualifications and coordinating vocational training centres - all in close connection with employment promotion programmes.

\* The purpose of revising existing legislation governing employment promotion measures and the types of employment contracts will be to give greater coherence and homogeneity. In as far as possible the revision seeks to unify the legal system of different contracts and pro-

grammes on all aspects not affecting the characteristics which are specific to the contract, the type of support or the group concerned.

### Vocational training

Actions as regards training must seek to resolve the problems inherent in managing *Plan FIP* and to raise the quality of the provision of training (cfr iM 21 - *Plan FIP*).

\* The programme of the *Escuelas-Taller* (schools-cum-workshops - cfr iM 15) will be extended. Set up in 1985, this experiment has proved to be highly effective in bringing about the vocational integration of young people. Hence, 375 *escuelas-taller* should be created in 1988 with places for 18,000 young people.

\* A new programme will be launched: *Casas de Oficios*. These "houses of trades" will combine the training and employment of young people. Their role of fostering enhanced integration of young people in working life implies:

- the collaboration of these centres with *INEM* for the provision of vocational training courses, and
- their close relationships with the social environment (businesses/employers, educational bodies, etc.) through the municipalities, which will be their main promoters/sponsors.

In 1988 750 *casas de oficios* will be created and 22,500 young people will benefit from their services.

### Broadening unemployment protection

Special priority will be given to extending the unemployment benefits of the long-term unemployed.

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## IRELAND

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### Programme for National Recovery

In line with its pre-election commitment to create a forum in which the social partners could negotiate the terms of a national plan for recovery based on agreed medium term objectives, the Government shortly after taking up office in March 1987 initiated discussions on an agreed programme for recovery. The discussions, which involved representatives of the various social partners, led to the negotiation of the Programme for National Recovery to cover the period to the end of 1990. Two separate agreements on pay covering the private and public sectors, respectively, were negotiated in conjunction with the Programme. The Programme and the associated pay agreements were ratified by the parties involved in October/November 1987.

The Programme is based on the recognition that the success of measures to improve economic performance and particularly those directed at tackling unemployment will ultimately depend on the understanding and support of the community as a whole, on the responsiveness of the administrative machinery and especially on the efforts of employers and trade unions at local level.

The Programme provides a framework for economic growth and lists a range of activities to be undertaken in the three year period to which it relates. The Programme envisages progress being made in four broad areas:

\* creation of a fiscal, exchange rate and monetary cli-

mate conducive to economic growth;

- \* movement towards greater equality and fairness in the tax system;
- \* diminishing or removing social inequities; and
- \* intensification of practical measures to generate increased job opportunities on a sectoral basis.

A major emphasis is placed in the Programme on job creation. The Government's objective is to create the environment which will lead to creation of self-sustaining jobs. A series of specific measures to help employment creation has been detailed in the Programme. The creation of an average of 20,000 extra jobs per year over the next ten years in manufacturing industry has been set as the main policy objective. Job creation targets have also been set in other sectors which have been identified as offering good prospects for growth such as horticulture, forestry, marine, tourism and financial services.

The Programme for National Recovery also commits the Minister for Labour to taking action on a range of issues in the area of labour legislation. Included among such issues are:

- \* the publication of a discussion document reviewing legislative provisions in relation to unfair dismissal, employment equality and the payment of wages (This discussion document was published in November 1987.);
- \* the introduction of legislation to facilitate worker participation at sub-board level in state enterprises;
- \* the holding of discussions with the social partners about changes in industrial relations.

The pay agreements negotiated in conjunction with the Programme are aimed at achieving long term stability in an environment of low inflation. The agreements mean that employers will be able to predict cost increases due to pay in the medium term and plan accordingly. By providing a framework for pay agreements over the next three years the possibility of industrial conflict is lessened and confidence in the potential performance of both the private and public sectors increased.

The agreements on pay provide for the application of the following increases in each of the years covered by the Programme:

- \* 3 % on the first IR£120 of basic weekly pay and
- \* 2 % on any amount of basic weekly pay over IR£120.

Where the application of this formula would result in increases of less than IR£4 per week in basic pay for full-time adult employees, the increases shall be adjusted to that amount. (In the case of the private sector this adjustment is subject to local negotiations and local agreement.)

## ITALY

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### Labour market regulations

Under this heading the Government has recently introduced a new and broader Bill to parliament (senate no. 585) containing both measures which had already been the subject of a previous Bill (cfr. iM 18) and new regulations aimed at employment maintenance and growth.

In the first place the institution of a **Fund for reducing unemployment** has been provided for. Its aim is to foster employment creation particularly in the *Mezzogiorno* regions. The Fund would finance or co-finance public investment plans or projects which are highly new-employment-intensive with priority being given to those which can be carried out immediately.

Furthermore, a **special scheme for the employment of young people in community programmes** for the years 1988, 1989 and 1990 has been provided for. The scheme will be financed by the Ministry of Labour. The scheme is intended for young people between the age of 18 and 25 who are unemployed and registered in class I on the placement lists. They have to be employed part time, for a maximum period of 12 months, in activities in the public interest at the local level.

The sum paid for each working hour actually worked amounts to LIT 6.000. For the days for which it is paid it replaces the unemployment benefit which might be due. This kind of intervention falls under the concept of "active unemployment".

Moreover, the regulations on the Wage Compensation Fund (*CIG*) and on surplus personnel as well as the regulations on unemployment compensation have been put forward again with some additions (cfr. iM 18).

The Bill sets out in a different way the **reliefs in social security contributions** which are foreseen for companies making use of training-cum-work contracts. Such reductions shall henceforth only apply to workers hired in the *Mezzogiorno* regions.

The Bill also extends by a year the **special youth employment scheme** (L. 113/86 - cfr. iM 15) eliminating at the same time the requirement as to the duration for which the young people had to be registered on the placement lists before they could be hired.

Finally, a **reform of the access to employment** is foreseen. Selecting new recruits by name ("*chiamata nominativa*") is to be generalised; however, a certain amount of protection is to be maintained for the most disadvantaged persons on the labour market for whom it will be possible to reserve a certain quota of the hirings by ministerial decree.

## NETHERLANDS

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### Flexible employment

A working group of the Ministry of Social Affairs and Employment has been examining flexible working relationships. This concept embraces on call, stand-by, out-work, free-lance, etc. contracts. In its report it makes a number of suggestions.

The thrust of the report on which the suggestions are based is as follows: It is often difficult in flexible working to determine what are the rights and obligations of the employer and employee. Labour law does not provide sufficient clarity on this point and in various parts it is also insufficiently geared to increased flexibility in using workers. It is thus desirable to bring out more clearly in the law when work is being done on the basis of an employment contract. Moreover, a minimum length of working time of 20 hours a month should be counted whenever an employer and an employee have not made an agreement on the weekly working hours. Should more hours be worked than this minimum or than the working hours agreed between the employer and the employee, then, in case of lack of work, the employee will continue to receive his/her wage on the basis of the pay he/she has been receiving over the previous three months. This rule can only be departed from by a collective agreement.

Before taking any political decisions, the minister is asking the Labour Foundation for its opinion on the report.

The report concludes that the extent of temporary and flexible work contracts probably stabilised at 10% to 12% of the working population in 1985-86, meaning that it involved some 500,000 to 600,000 persons. About one third consisted of temporary contracts with prospects of permanent work thereafter. Flexible working with varying working hours is used above all for unskilled lower paid work. The same workers were frequently called on again and again. Such forms of contract generally provide little (legal) security. They are mainly offered to groups having a weak position on the labour market such as women, young people and ethnic minorities.

Some three quarters of the people with temporary or flexible service relationships would prefer to have a permanent job.

The report found that the increased use of flexible working in the period up to 1985 was connected with the trend towards more flexible corporate management. The first aspect was the flexible use of the company's own staff through such approaches as job enlargement, increased internal mobility, variations in working time and the use of (permanent) part-time workers for peak periods. The report found that in spite of this possibility there was a strong emphasis on using flexible working relationships.

Although the working group found that the developments towards greater flexibility in the use of workers were in general positive, it did not consider that every form of flexible work was good. Specific forms give rise to negative consequences for the income and legal security of the workers. This makes regulations seem unavoidable. In many instances business can choose between a greater or smaller number of flexible working relationships, in the latter case combining it with more flexible use of its own personnel.

The report does not make any suggestions on restricting the number of flexible working relationships. The working group considers that using workers flexibly is primarily the task of the enterprise. In the light of developments, the group did not consider that the time was ripe for presenting ideas which would curtail the responsibilities of the social partners. Government can only induce business to make a careful choice by means of information, consultation and persuasion. The group suggested that the flexible use of labour should be brought to the fore towards the end of the government's period of office so that when the next government is being formed a weighted decision will be possible.

In addition to the responsibility of the social partners, the government has its own responsibility as regards the proper functioning of its own legal regulations. The purpose of these regulations is to ensure a contractual balance between employer and employee and to protect the employee who is by nature the weaker party. Yet it is just this goal which is not reached, says the working group, for those persons who have a weak position on the labour market and who thus will rarely turn to the courts. The reasons are the obfuscations in the law and the legal structures which are used for flexible working. This is particularly unfair in those cases of working relationships which are to be equated with work based on an employment contract.

In addition to proposing a minimum length of work and continuation of pay when there is a shortage of work, the group makes a number of proposals to clarify the civil code (*Burgerlijk Wetboek*). The purpose of these proposals is to put flexible working on a par with working relationships based on an employment contract. The law should bring out more clearly when the requirements for

working on an employment contract are met and it must be made easier to prove that work is done on the basis of an employment contract. Furthermore, entitlement to vacation should no longer be dependent on the number of working days per week agreed to but on the average number of working hours per week.

## UNITED KINGDOM

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### Employment services reorganisation

On 26 October 1987, there was a redistribution of functions between the Manpower Services Commission (MSC) and the Department of Employment. The resultant organisation, the **Employment Service (ES)**, is part of the Department of Employment Group. It brings together the job placement and related functions of Jobcentres, previously administered by the MSC, and the benefit payment system of the Unemployment Benefit Service.

### Previous organisation

The launch of the ES was the first major organisational change in the Department since 1973, when the benefit payment and vacancy filling functions of the existing Labour Exchange network were separated. The arguments for separation of the services provided were strong. At the time, unemployment was low, and the labour market was suffering from a skills shortage, which the Labour Exchanges, predominantly concerned with benefit payments, were unable to influence effectively. Moreover, the Labour Exchanges suffered from a down-market image which discouraged both employers and jobseekers from using their services. The separation of job placements and benefits payments also reflected a changing emphasis towards management by objectives within the Civil Service: it was thought that this rationalisation of work would result in a more efficient and effective provision of services appropriate to the requirements of the early 1970s labour market.

The organisational changes which resulted from the 1973 Employment and Training Act established the MSC to administer Jobcentres, as part of its wider employment and training remit. Benefit payment remained the responsibility of the DE.

The creation of Jobcentres allowed greater coordination and specialisation of services and prevented benefit work from displacing equally important vacancy placement work. The more professional image of the new Jobcentre placement service was marketed to attract both employers and jobseekers.

Throughout the 1970s, a high profile, 'High Street' image was maintained, and Jobcentres focused mainly on providing a service which suited the needs of employers, in practice mainly those whose vacancies fell into the lower end of the job market.

### Changing environment

By the beginning of the 1980s, the UK labour market had changed dramatically: in a period of economic recession, unemployment was high and rising, and the number of people experiencing long-term unemployment was increasing. As unemployment moved towards its peak in 1986, the growing isolation of certain sections of the labour market and the inability of the existing employment service structure to deal with certain problems, became apparent. Jobcentres and Unemployment Benefit Offices had developed their activities separately since 1973. Jobcentres tended to focus on numbers of placements, while

Benefit Offices concentrated solely on benefit payment. Contact between the two was limited, and had been further reduced in 1981 by the removal of the compulsory requirement for all benefit claimants to register at a Jobcentre. Long-term unemployed people in particular were becoming increasingly cut off from the jobs market as a result, since they often missed out on the special help they required to get back to work.

### **The reorganisation**

The reorganisation fulfilled a manifesto commitment of the recently re-elected Conservative government to consult MSC about the return to the Department of Employment of its placement work and related functions. The context of these changes was the increasing common ground between the two networks. Both were providing services primarily for unemployed people; for example, in 1986, 1.6 million of the total 1.9 million Jobcentre placings were of unemployed people. Both had developed programmes of personal counselling and advice for the unemployed, via Claimant Advisers in the Unemployment Benefit Service and the Restart interview programme operated through the Jobcentre network. The success of these two initiatives highlighted the importance of ensuring that unemployed people, particularly the long-term unemployed, should not be allowed to remain unassisted because of the gap between the two organisations or because they did not know enough about the help available to them. Equally, it was important that the two organisations should pool their knowledge of unemployed people's needs in order to ensure the new ways of helping the unemployed were presented in the most helpful way possible.

The main **objective of the Employment Service** is, therefore, to provide a more coherent and effective service for unemployed people, particularly the long-term unemployed, by offering them a range of opportunities to help them back into work as soon as possible. Other priority groups are those potentially at a disadvantage in the labour market in other ways, for example people with a disability or those from ethnic minorities. An important part of the service to clients while they are unemployed is to pay them the benefit they are entitled to, accurately and promptly. An important responsibility of the ES is to ensure that payments are made only to those who are actively seeking and available for work.

Linking placement and benefit work will allow staff to offer even more constructive help towards unemployed people. It will involve counselling and guidance, initially throughout the period of unemployment, and in the progression into work, training, or government employment programme. It will also help the unemployed person to be aware of his/her responsibilities in the process of getting back into work and as a claimant. ES services must be relevant and accessible; for example, particular attention is being paid to how service is delivered in inner city centres.

ES programmes include: Restart, Restart courses, Jobclubs, Jobstart, Enterprise Allowance Scheme, Travel to Interview Scheme, and Sheltered Employment and other services to people with a disability (other than the Employment Rehabilitation Centres, which remain with the MSC).

### **Management structure**

The ES has the status of an organisation within the Department of Employment, which sets the framework for its activities and agrees with the provision of its resources. The ES is responsible through senior DE officials to Ministers. It is headed by a Chief Executive at Grade 3 (Under Secretary) level who chairs an Executive Board of senior officials.

There are two Head Offices, in London and Sheffield, and a regional structure based on 9 regions with 12 directors (London and South East Region is divided into three divisions). The directors are the line managers of the Service and the representatives in their region of the Secretary of State for Employment; they have appropriate responsibility for the Department's involvement in cross-departmental government initiatives in inner cities and City Action Teams, and they have line management responsibilities for Small Firms Centres. There are 78 area offices of the ES and 2000 local offices and, in all, over 40,000 staff.

### **Pilot approaches**

A current managerial focus is to carry through the process of integration begun by the merger of the Unemployment Benefit Service and Jobcentres. A range of models for integration of local offices has been developed and Ministers have approved pilot projects to take place during 1988.

The models are variants of two basic schemes: an integrated stand-alone office providing the full range of ES services; or a partially integrated office which individually offers a limited range of services in a locality. They will be tested in as wide a variety of locations and labour markets as possible to determine their advantages and limitations. It may be that no single model is applicable to all locations. Flexibility of approach will be a keynote of the evaluation exercise, from which initial conclusions should be drawn before the end of the year. The need is to create a network which can accommodate policy developments and changes in the number of clients, while maintaining an easily recognisable corporate identity for those who come into contact with the Service, and the capacity for providing relevant and accessible services.

The creation of the ES enables the MSC to focus its resources on **training**. The Employment Bill, which is currently at Committee stage in the House of Commons, renames the MSC as the Training Commission. This new title reflects the increased emphasis on training under the Commission's responsibilities. The Bill also enables the Secretary of State to increase employer representation on the Commission by allowing him to appoint 6 additional members. This change is being made in recognition of the important role of employers in ensuring that the UK has a properly trained workforce.

The ES represents a further development in UK employment policy. It will provide for more effective help to be focused on the long-term unemployed and others who are at a disadvantage in the labour market. It will allow more vigorous administration of assistance to those seeking work, while ensuring that only those entitled to financial help receive it. It is thus addressing current needs and establishing the basis for further developments into the 1990s.

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# Aid to the unemployed

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## BELGIUM

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### Job-Clubs

Job-clubs originated in the USA in 1979. Their purpose was to help jobseekers hunt for jobs in the most effective way possible. To this end, unemployed people were brought together in "job-clubs" where, by means of intensive training, they developed a more dynamic and effective attitude so as to enhance their chances of finding a job. The results were conclusive: more than 60% of the participants found a job.

In the light of this success, the approach was adopted elsewhere including the UK and the Netherlands. Since the same positive results were obtained, the minister in charge of the Flemish Community of Belgium also took the decision to set up a job-clubs' structure in Flanders. *RWA*, the national employment office, was entrusted with the practical design of this scheme and in October 1987 the first Flemish job-clubs were launched.

### Functioning of job-clubs

Job-club participants have a single goal: to find a job in the shortest time possible. Each participant has to determine for him/herself what this really means.

The job-club teaches members how better to explore the employment market. This requires first of all the development of a series of techniques. To this end, six different sessions are organised. After this learning or development phase in job search techniques, participants are assisted and advised until they have found suitable employment.

The characteristics of the help and assistance provided by the job-club are as follows:

#### 1) Equipment unit

Jobseekers have a range of possibilities enabling them to acquire the techniques for successfully applying for employment.

However, one of the characteristics of job-clubs consists in their offering participants the opportunity for implementing the techniques they have learnt during the theory sessions. To this end, each job-club has an equipment unit which enables participants to uncover more quickly job vacancies and to better follow the procedure for applying for them. Participants are provided with the following in particular: photocopy machines, telephone, writing paper, stamps, type-writers, newspapers and addresses' data bases.

#### 2) Self-help

The fact that members must learn to find employment which is suitable for them constitutes one of the main principles of the job-club. The task of the person in charge of the job-club is not to find a job for the participants, but to advise them and accompany them in their search. It is up to the unemployed themselves to make the necessary approaches for finding a job.

#### 3) Intensifying job-hunting

Many studies bring out that active and intensive job-search diminishes with the lengthening of unemployment. This is the reason for job-clubs trying to reactivate participants' efforts to apply for jobs: each member must apply for at least 10 vacancies per day.

#### 4) Scope for action

A considerable number of vacancies remains unknown if

only the classical channels are tapped (advertisements in the newspapers, vacancies sent to the *RWA*, etc.). A great number of these "hidden" jobs can be found out by contacting the employers spontaneously. The extent to which these vacancies are uncovered is an indicator of the success of the job-club.

5) Group support is a key factor for developing and stimulating the motivation and confidence of participants. Mutual aid is essential for the success of a job-club. Developing a good team spirit can only be insured by having a group which is neither too large nor too small.

#### 6) Commitment

On entering a club, each participant signs a contract establishing the commitments made by the two parties. The club's animator undertakes to provide the necessary equipment and appropriate aid and advice until such time as the new member finds a job. On his side, the participant undertakes to participate regularly in club meetings, to plan his/her job-search interviews so that they do not interfere with the activities of the club, and to search for the agreed number of vacancies.

### Conditions

Anybody having been registered as a jobseeker for at least one year can become a member of a job-club. Members have to participate in all meetings of the club (at least 4 half-days per week).

As a rule, a person remains a club member until he/she has found a job.

### Organisation

The first cycle of activities of a job-club lasts three weeks. During the first two weeks, participants take a training programme of 6 sessions. During these sessions participants learn to draft their curriculum vitae, to spot hidden vacancies, to react more effectively to job openings, to practise interview techniques, etc. During the third week, job-club members have the opportunity of discussing with the animator their individual problems met with during job search.

The programme seeks to ensure that, during the second cycle of activities, every participant can continue job search on his/her own. Although participants can draw on the help of the animator during this second cycle, that person's involvement should be kept to the strict minimum.

Every member continues, as a rule, to participate in the club until finding a job.

Since group dynamics are important, strict rules have been laid down as regards the presence of participants in job-club activities.

### Preliminary assessment

It is obvious that a detailed evaluation cannot be made after only a few months of the operation of the programme. But on the basis of the first results, the success of the job-clubs has been ensured. Some 55% of the participants in the first clubs (which started in October and November 1987) have already found jobs. Job-clubs recruit most of their participants from the unemployed who are less than 30 years of age and have a secondary school leaving diploma. Participation of women is higher than of men.

## FRANCE

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### Unemployment insurance: renewing the agreement for 1988-89

The unemployment insurance agreement was renewed for two years following the agreement between the social partners of 30 December 1987. There have only been a few minor changes.

This agreement was accompanied by another, on the same day, between the social partners who manage the *UNEDIC* (the unemployment insurance fund) and the State.

1) The changes to the *UNEDIC* agreement concern:

\* raising the unemployment insurance contribution by 0.32 points, split evenly between employers and employees. The overall contribution is raised to 6.90%, 4.43% paid by the employer and 2.47% by the employee.

\* compensation for the unemployed: there has been no change in the amounts and durations of benefit, but unemployment benefits will now be revalued only once a year instead of twice.

Furthermore, a system has been instituted whereby recipients of unemployment benefit have to contribute to the "validation" of their "points" of supplementary retirement pension.

2) The commitment of the State for the training and reintegration of the unemployed in receipt of benefit is contributing to relieving the expenditure of the unemployment insurance system.

For 1988-89 the State has committed itself to:

\* maintaining its support for sandwich training (*formation en alternance*) for the long-term unemployed (which will result in savings of FFR 1.2 billion for *UNEDIC* over the two-year period);

\* developing *PILs*, local insertion programmes (cfr. im 15 and 16), for the long-term unemployed;

\* contributing to compensation for the unemployed who are taking part in training activities (the unemployed taking short courses of under 300 hours for whom compensation under the unemployment insurance system continues to be paid); and

\* taking over *UNEDIC's* contribution towards training agreements (*conventions de conversion*).

## FRANCE

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### Possible membership of local authorities and public administration establishments in the unemployment insurance system

Article 65 of the Law of 30 July 1987 has opened up the possibility for local authorities and the public administration establishments which depend on them, including public establishments in the health care and social sectors, to join the unemployment insurance system of *UNEDIC*. The implementing provisions of this measure were set out in a circular of 4 November 1987.

It should be recalled that the *UNEDIC* system stems from an agreement between the social partners in trade and industry. Moreover, the principle for the State, local authorities and public administration establishments is that of self-insurance. Thus, public sector employees have not paid contributions to and not been covered by the unemployment insurance system. However, since 1984 public sector employees who involuntarily lose their jobs are entitled to the same benefits as persons from the private sector, these benefits being paid by their employer and not the insurance system.

In reality, this problem of compensation does not concern at all, or only to a minor extent, civil servants of the State or of local authorities and statutory employees of the public administration establishments, who all have considerable employment stability. But it does concern the *non titulaires* and the *non statutaires*, those who do not have permanent appointments: seasonal workers, freelancers, *contractuels*, temporary public employees, etc.

Without questioning the principle of self-insurance, the law of 30 July opens up the possibility for local authorities and the public administration establishments which depend on them to join the *UNEDIC* system for their workers who do not have civil servant status (*les agents non titulaires ou non statutaires*). The rate of the contributions is that of ordinary law. But some specific arrangements have been made to avoid too great a disparity between the charges on the incomes of established civil servants and the unemployment insurance contributions on the wages of the *non titulaires*.

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## Training

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### GERMANY

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#### Transborder apprenticeships

Within the framework of Franco-German transborder cooperation, the employment services in Baden-Württemberg and Alsace have published a brochure showing French youths the opportunities they have for taking part in the dual training system (which is similar to the French *apprentissage sous contrat*) in Germany.

Baden-Württemberg has some 310,000 apprentices in 80,000 enterprises and 330 vocational schools providing training in 400 recognised occupations. Since the 1977 Franco-German Convention, agreement on the equivalence of diplomas has been achieved in 15 trades

- \* tilers, pavers
- \* carpenters
- \* hairdressers
- \* bricklayers as well as concrete and reinforced concrete builders
- \* cooks
- \* motor vehicle electricians
- \* equipment electricians
- \* hotel employees
- \* restaurant employees
- \* adjustment fitters
- \* maintenance fitters
- \* motor vehicle mechanics
- \* joiners
- \* plasterers
- \* stonemasons



French youths who learn one of these trades in Germany automatically have their training recognised in France.

The brochure provides indications of the relationships between supply and demand for places in the three German frontier towns of Karlsruhe, Offenburg and Rastatt.

As regards entry conditions, the brochure points out that apprenticeship places in large companies are generally filled months in advance, that remuneration differs considerably between trades (DM 660 per month for first year in carpentry to DM 265 in hairdressing, the figures for third year apprentices being respectively DM 1,300 and DM 380), that bi-lateral agreements exist on social security (health care is provided in both countries) and that parents continue to receive family allowances.

Nine "Lower Rhine Information and Guidance Centres" in France can provide potential apprentices with additional information.

## GERMANY

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### Career enhancement for young Greeks

At the end of 1987 advertising campaigns were launched in Cologne, Frankfurt, Munich and Nuremberg to inform young Greeks in the Federal Republic that they can considerably improve their career chances in both the Federal Republic and Greece. Whereas 70% of all young Germans seize the opportunity of having a complete training (in-company practice coupled with vocational schooling), only 20% of the Greeks in Germany use the advantages of the German dual system.

The Federal Ministry of Labour is seeking to counter this development by means of a pilot project. In the first place 60 Greek youths, male and female, will be able to train for clerical, engineering and electronic careers. This is based on the results of a specific study of CEDEFOP, the European Commission's vocational training centre located in Berlin. The training should be completed by practical periods in Greece. The aim is to enable the trainees subsequently to feel at home on the Greek as well as the German labour markets.

The experiment has its roots in a recommendation of the Joint Germano-Greek Commission. Under the overall control of the Federal Ministry of Labour, the German and the Greek employment services, German industry and Greek employers are striving for success. The special training of the 60 young Greeks, which is starting in 1988, is being supported by the European Social Fund.

## SPAIN

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### Plan FIP: Changes in 1988

The new decree of the Ministry of Labour and Social Security regulating *Plan FIP*, the national plan for training and vocational integration, for 1988 was approved on 22 January 1988. This ministerial decree replaced that of 9 February 1987 (cfr iM 14 and 15). It brings in some important changes aiming at:

- \* improving the management of *Plan FIP*,
- \* raising the quality of the training provided,
- \* adapting the rules governing *Plan FIP* to the new thrusts in managing the European Social Fund for 1988, and
- \* enabling the social partners to participate in the management of *Plan FIP*.

The new ministerial decree was unanimously approved by the social partners within the *Consejo General de Formación Profesional (CGFP)* - the general council for vocational training (cfr iM 15). The most important changes concern the following aspects:

1) Enlarging and strengthening programmes which foster to a larger extent the integration of trainees into working life, in particular of young people and the long-term unemployed. To these ends, the following actions are being undertaken:

- \* The support programme for the training of young people with a training contract is being improved. In order to benefit from grants which allow it to carry out training on its own, the enterprise must submit a training plan to *INEM* (the national employment institute) as well as to the legal representatives of the workers.

- \* For the young unemployed aged less than 18 years a new vocational training programme is being set up with an in-company vocational practice (rather than working) period.

- \* The programme of in-company vocational practice is being enlarged to include, in addition to second level vocational trainees, students in their last year of university studies.

- \* A special vocational training programme is being set up for women in occupations where they are under-represented.

- \* As regards training programmes for the long-term unemployed, the condition that participants are required to be over 25 years of age is being scrapped.

- \* Programmes of vocational integration by means of *contratos en practicas* (practical work contracts) are being altered. They are now intended for the unemployed who have been registered for at least two years, irrespective of whether they are looking for their first job or hold a second level vocational training certificate or its equivalent.

2) Especially encouraging recurrent training activities for persons working within enterprises or sectors which are being restructured or which have to adapt to technological change. To do this

- \* investments are being promoted which seek to build and fit out centres which are jointly used by several enterprises, employers associations and trade unions;

- \* incentives are being given for training activities during working hours which partially compensate for the costs of the time;

- \* priority is being given to courses jointly decided upon by the most representative employers associations and trade unions.

3) Generally increasing the minimum length of courses which hence rise from 100 to 200 hours, 40 hours of which will be devoted to training in new technologies.

4) Increasing financial support to course participants.

5) Strengthening the participation of the social partners in *Plan FIP*. To this end the necessary arrangements are being made for the executive committees - at the national as well as provincial levels - of *INEM* and *CGFP* to be informed of the development of the *Plan* with the aim of facilitating their participation in its management and follow-up actions.

6) Setting up information networks by enterprises for the legal representatives of the workers before training or vocational integration activities are undertaken. This information deals in particular with training contracts, practical work contracts, sandwich (alternance) teaching and recurrent training for the workers of the enterprises being restructured or in the process of bringing in new technologies or new management techniques.

PROMOTING THE ENTREPRENEURIAL C

	MEASURES LAUNCH YEAR AND NUMBERS	BENEFICIARIES	START-UP CAPT
BELGIUM	Prêt subordonné chômeur (1983) 1984: 3092 participants 1985: 3697 participants	Unemployed receiving full benefit, creating their own enterprise or becoming self-employed while working with others.	LOAN in form of a credit line of max for minimum 10 and maximum 15 years, rate
DENMARK	Allowance to entrepreneurs(1985)	For long term unemployed older than 25 having already been through one job offer.	ALLOWANCE corresponding to 50% of ma benefit (54 000 Kr i.e. 6 800 ECU pe years after completion of the job of
GERMANY	AFG - 8. Novelle (1988)	For persons registered as unemployed since at least 4 weeks.	Bridging ALLOWANCE amounting to the received. Paid for 26 weeks.
GREECE	Self-employment initiatives(1986) Sept. 86 to Sept. 87: 4 000 participants	Unemployed in receipt of benefit. Up to seven young unemployed can put their grants together provided they create a common enterprise or cooperat.	GRANTS of maximum 300 000 Drach. (1
SPAIN 1	Capitalización de las prestaciones por desempleo (1985) 1985/86: 71901 participants	For unemployed entitled to benefit if they set up an own business, become member of a cooperative or of a worker-owned company.	CAPITALISATION of the benefit 50 or 100% exemption of employers co depending if they set up on their own cooperative.
2	Promoción del empleo en cooperativas, ILEs o autoempleo.	For unemployed on the live register who start working in a cooperative, an LEI or become self-employed	1. Financial SUBSIDY of up to 500 000 2. SUBSIDY of up to 500 000 pesetas cooperatives less than 25 or for self-employment, the subsidy is g capitalisation of benefit or enti 3. Extra SUBSIDIES for 25 years old a teaching cooperative.
FRANCE	Aide aux chômeurs créateurs d'entreprises (1980) 1986: 71577 participants 1987: 63159 participants	For unemployed in receipt of benefit or entitled to it.	GRANT amounting between 10 000 and 4 depending on previous work reference employment office.
IRELAND 1	Enterprise Scheme (1983) 1984: 5087 participants 1985: 5254 participants 1986: 5281 participants	For unemployed on the live register for 13 weeks and for unemployed who have just finished a training course.	Possibility to CAPITALISE up to 26 w benefit). Weekly ALLOWANCE of £30 or payments for 52 weeks (39 or 65 ECU) may be paid as a lump sum.
2	Community enterprise programme (1983) 1985: 140 participants 1986: 251 participants	For community organisations creating employment or raising the general level of enterprise and self-help among young people (especially unemployed)	Following maximum GRANTS (in Irl.£) ment (1000) Hiring of enterprise wor Managers salary (10 000) Financial a Wage subsidies (5 000) Marketing dev
3	Start your own business programme (1981) 1985: 2062 participants 1986: 1804 participants	People (also unemployed) who have a good idea for a product or service and wish to set up their own business	Weekly training allowance based on s
ITALY 1	Imprenditorialità giovanile nel Mezzogiorno L.44/86 (1984)	Unemployed youth (18-29) living in Mezzogiorno.	The new entrepreneurs are entitled t a. Up to 60% of initial equipment ar maximum of 5 miliardi\$ liras (3 mill investment at advantageous lending r of the total initial investment. c. fees, degressive during the first 3
2	Credito alla cooperazione L.49/85 (1985)	Redundant unemployed workers who create a new cooperative or take over all or part of a declining enterprise and make it into a cooperative.	Non repayable GRANTS the amount of w fits received earlier by each member three times the capital subscribed b fund has been created for this purp
LUXEMBOURG	Aide à la création d'entreprises (1983)	Unemployed receiving full benefit and difficult to place.	CAPITALISATION of the benefit during the taking up of the activity.
THE NETHERLANDS	Start-up assistance (1984/1985)	Unemployed in receipt of benefit and persons threatened with unemployment.	a. ALLOWANCE in replacement of unemp assistance and as income supplement business) up to the level of social period of months which can be extend (10 780 ECU).
PORTUGAL 1	Criação de actividades independentes (1987)	Youths between 18 and 25 years, seeking for first employment and LTUs.	Non repayable GRANT of 5 192 Esc. (3 at once for a maximum period of 12 n than one calendar year.
3	I.L.E. (1986)	Priority given to projects with most youths (18-25) looking for first job and LTUs (1 year or more).	Non repayable GRANTS and/or LOANS wi
4	Criação do proprio emprego (1987)	Youths under 25 or LTUs who have completed a vocational training course of the IIEP during the 2nd half of 1986. In Madeira, for every trainee finishing after the 1 July.	Non repayable GRANT amounting to: a. national minimum income b. on Madei valid there.
5	Artesanato (1987)	Craftsmen under 25 or LTUs.	Non repayable GRANT equal to the nat
UNITED KINGDOM 1	Enterprise allowance scheme (1982) Oct. '86: 68000 part. Since begin: 185 000 part.	Unemployed for at least 8 weeks and receiving unemployment or supplementary benefit.	Flat rate taxable ALLOWANCE of £40 :
2	City action teams (1985)	Unemployed amongst ethnic minorities (not exclusive).	Venture capital fund.

## PACITIES OF THE UNEMPLOYED

	MANAGEMENT TRAINING/ GUIDANCE	REQUIRED CONDITIONS
um 500 000 BF (11 600 ECU) an advantageous interest	Facilities for training in management.	1. <u>Viability</u> : The projects have to be economically viable.
um rate of unemployment (year). Payable for up to 3½ .		
it benefit/assistance		1. <u>Viability</u> : The future occupation has to be likely to provide adequate basic income. 2. <u>Working time</u> : Working week of at least 18 hours.
( ECU).		1. <u>Working time</u> : New activity has to be the main activity. 2. <u>Nature of enter-</u> 2. <u>Nature of enterprise</u> : New activity has to be new, employ less than 10 persons and be a permanent establishment. 3. <u>Nature of activities</u> : Not for professions.
Contributions to social security or if they become member of		
mesetas ( 3 600 ECU) 600 ECU) for members of /s more than 25. In case of n only if there has been ment to other financial aid. they create a worker or	Technical assistance provided through FIP- plan	1. <u>Viability</u> : Projects must be viable
00 Ffr (1 400 and 5 700 ECU) nd length of enrolment in		
s of the PRB (pay-related 0 instead of unemployment n some cases the allowance		1. <u>Own capital</u> : Own capital of Ir£ 500 (650 ECU) 2. <u>Nature of enterprise</u> : The business must be new and independent and not linked with an existing enterprise.
s available: Business develop (17 000) Workshop (36 000) administration costs (2 000) pment (2 000)	Courses in community enterprise and communi- ty development are available	
al welfare entitlements		1. <u>Viability</u> : Identification of a business idea plus demonstration of capacity and commitment to starting own business.
instalment costs with a s ECU). b. <u>LOAN</u> for first . Up to a ceiling of 30% tribution to the management rs.	Technical support training and profes- sional guidance.	1. <u>Nature of activities</u> : Cooperatives and societies have to produce goods in agriculture, in crafts, in industry or in services to the productive sector. 2. <u>Nature of enterprise</u> : The majority of the staff of the cooperatives and societies has to be between 18 and 29 years old, in order to receive the aid. For a period of 5 years after start up, their shares cannot be transferred to persons being older
h depends on the CIG-bene- s a whole they cannot exceed ach co-operative. A special		1. <u>Own Capital</u> : Own Capital of 4 millions Lir. (2 700 ECU). 2. <u>Nature of enterprise</u> : The new cooperative have both to produce and to em- ploy (di produzione e lavoro). They need at least 9 members in order to be founded, all of them being older than 25.
ie first 6 months following		
ment benefit or social ) the income from the istance. Paid for an initial . b. <u>LOAN</u> of up to 25 000 Dfl		1. <u>Viability</u> : Six months after start-up, the municipality will assess whether the business is developing according to expectations.
CU) a week (1987), paid all hs which cannot cover more		
ut interest.	Technical help	1. <u>Viability</u> : The initiatives have to be socially and economically viable.
i the continent, 12 times the 12 times the minimum income		
al minimum income.		1. <u>Working time</u> : Average working week of 40 hours is required.
ek (58 ECU) for 52 weeks.	Counselling and guid- ance by the Depart- ment of Employment	1. <u>Own Capital</u> : Own capital of £1 000 (1 450 ECU) 2. <u>Working time</u> : Working for at least 36 hours a week 3. <u>Nature of activity</u> : New business has to be the whole investment

## IRELAND

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### Advisory Committee on Management Training

The level of management training in Ireland has increased significantly in the last 20 years. It is now provided across a range of third level educational institutions, by State training agencies, the Irish Management Institute and at firm level within industry. However, the Government are concerned that too many firms and too many managers still leave management development to chance and management deficiencies are perceived as a major contributory factor in a large number of business failures.

In June 1987, the Minister for Labour established an Advisory Committee on Management Training. It comprises representatives of organisations which provide management education and training programmes and organisations which use these programmes. The remit of the Committee is to make recommendations on how management training can contribute more effectively to economic development. The Committee will examine the effectiveness of management training, the funding of training programmes and identify any deficiencies in the current provision. It will also advise on longer-term co-ordination and rationalisation of management training. The Minister has asked the Committee to report by June 1988.

## NETHERLANDS

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### Investigation into the labour market effects of C(A)VV training

The percentage of course members of the Adult (Administrative) Vocational Training Centres (C(A)VVs) who find a job relatively shortly after the course seems to be rather high compared with the objectives set beforehand. However, the job obtained after the course does not always follow on from the training.

These are some of the preliminary conclusions of the research commissioned by the Ministry of Social Affairs and Employment on the labour market effects of the training provided by the C(A)VVs and carried out by the Institute of Economics (NEI).

C(A)VVs are training institutes of the Ministry of Social Affairs and Employment. They provide training among others for the building and metal trades as well as for clerical professions.

To carry out the study the researchers surveyed course members of C(A)VVs. These inquiries were held fairly shortly after the course members had left the centres. A second inquiry was undertaken at a later point of time, the results of which are expected to be available early 1988.

The research shows that the percentage of course members with a weak labour market position is much lower (5%) than had been expected according to the objectives set beforehand (33%). On the other hand, the number of course members who are trained directly for jobs is higher than the objective set. The percentage of persons who are trained to meet expected shortages in time, is likewise relatively low.

Moreover, the percentage of course members who have not completed their training seems on average to be somewhat higher than the objective. The main explanation is the group of persons whose labour market position

is weak.

As regards the number of course members who rapidly find a job after training, the training for the metal- and building trades obtains the best results (some 85%). The picture is less favorable for clerical training (67%). According to the researchers this might well be connected with the fact that a great number of course members had never had a job before the training and with the relatively large number of women taking this training. Women have in general a weaker position on the labour market than men.

There seem to be few differences between course members who have completed their training and those who have not. The researchers believe that this could raise doubts as to the effectiveness of C(A)VVs; however, it should not be forgotten that one quarter of the course members who do not complete their training, leave the course because they found a job. The researchers consider it likely that the course played a role in this.

The research also compares course members with persons who became unemployed at the same period of time but who did not take part in C(A)VV training. C(A)VV training seems to have had a favourable effect on the labour market position of the course participants, albeit on average to a limited extent. The biggest effect is seen in the trainees for the metal trades; it is also clearly present in persons undergoing training in building trades but it is hardly noticeable in clerical training.

Of the course members who took part in training while in employment, virtually all seem to have kept their job after the course. However, the research raises doubts as to the extent to which their employment was being threatened.

## NETHERLANDS

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### Training leave experiment

After in-depth preparations local business has, with the support of the provincial administration and the Minister of Social Affairs and Employment, agreed to carry out an experiment whereby unemployed jobseekers temporarily replace workers who are going on training leave.

Six large organisations in the business service sector (banks, insurance companies and sickness insurance funds) with a total of 8000 employees are taking part in the experiment. As a consequence of technological development, social renewal and changes in the market conditions, these organisations need to intensify training efforts. The demands on workers are constantly being raised. The present plan, worked out at the request of the provincial administration, deals with job related training for those workers who are confronted in their everyday work with all sorts of new developments and thus with changes in their jobs. The intention is to train, over the coming four years, at least 100 persons per year for an average of 10 working weeks. They receive training leave and retain their legal status.

Unemployed jobseekers should be taken on as temporary replacements of those taking training leave. They receive an employment contract for a limited period of time. In this way they are again provided with work experience and can improve their position on the labour market. There is also the possibility of the jobseeker being first trained for taking on the temporary job.

The financial costs are spread over the various participants. At the same time, use can be made of the existing

schemes of the *GAB*, the regional employment office (such as *KRS*, the framework regulation for training). The Ministry of Social Affairs and Employment contributes towards the training costs of the workers, paying HFL 100 for a day's training up to a maximum of HFL 5,000 in each case provided that the worker is temporarily replaced by an unemployed jobseeker. Similarly, the Ministry of Economics is considering contributing towards the overhead costs.

## UNITED KINGDOM

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### New training programme

All of the Government's existing training programmes for unemployed people over eighteen are to be brought together into a single new training programme. The new programme will embrace two of the major existing schemes - the Community Programme and the Job Training Scheme. It will involve a substantial reform of the Community Programme including a major enhancement of its training element.

It will have an annual budget of just under £ 1.5 billion, the same as the total for the schemes it will replace. When fully operational, it will provide training for about 600,000 people a year.

Long-term unemployed people are the programme's **priority target**. The emphasis will be switched away from providing temporary jobs as an alternative to unemployment and towards providing training to help unemployed

people to get into permanent jobs.

The existing programmes will combine to form one simple and flexible programme, responsive to the needs of the individual and to the changing labour market.

The programme will provide up to 12 months training for anyone who has been out of work for more than six months. Persons will enter the scheme through Restart interviews and jobcentres. Training agents will assess the needs and aptitudes of individuals, draw up a personal training plan for each and place them with a suitable training provider.

Training providers will include employers, chambers of commerce and voluntary and training bodies. Managing agents now in the Community Programme and Job Training Scheme will play a full part. The new programme will provide training and practical experience with employers and on projects. The emphasis will be on practical learning to help people get back into jobs.

All trainees will be paid an **allowance** (£ 10-12 weekly) which gives a lead over their previous benefit entitlement. This will change the current payment system of the Community Programme. It has been found that the Community Programme does not, at present, attract unemployed people with dependents. It has become increasingly a programme for single people rather than the family man with children, and a part-time programme with very little opportunity for training. The new payment system aims to remedy this situation and make it clear to potential applicants that they will be better off on the scheme than on benefit.

Details of the new programme were published in a White Paper on 16 February 1988.

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## Job creation

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### GREECE

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#### Projects for job creation

**Decision no. 33227/13.1.88** of the Minister of Labour extends the funding of employers for the creation of new jobs. Under this decision private enterprises, local authorities, public utility services, cooperatives, etc. are grant-aided in cases of hiring a new employee without dismissing existing personnel.

This programme aims to create 16.000 new jobs for persons up to 25 years of age and 26.000 new jobs for persons over 25.

The amount of the funding varies from Drx. 1.000 to 1.700 per day per person, depending on the category of the individual (i.e. university graduate, repatriate, etc.)

Special funding of Drx. 1.700 per day is provided for enterprises which hire women completing courses at OAED vocational training centres so that they can acquire the job experience required for obtaining a licence to exercise a profession.

The duration of the funding is one year. However, the employer is required to keep the worker employed for at least a further six months.

**Decision no. 33198/18.1.88** of the Minister of Labour extends the programme which gives grants to employers

for hiring persons with special needs. It provides for 450 new jobs for disabled persons up to 25 years of age and 950 jobs for those over 25. The grant-in-aid can amount to Drx. 1.700 per day for a 12-month duration. The employer is required to keep the employee for at least a further six months.

**Decision no. 33205/13.1.88** of the Minister of Labour provides for the creation of two new programmes for funding individuals about to become self-employed for the first time. The one provides finance for 3500 18-25 year olds and the other for 9000 persons over 25.

The total amount available for each person is Drx. 350.000 for the manufacturing sector and Drx. 250.000 for services and commerce. This sum is paid in instalments.

These programmes exclude the following:

- a) persons for whom suitable work could be found relatively easily;
- b) the creation of businesses relative to professions' specialisation, such as doctors, pharmacists, lawyers, engineers, notaries, etc.;
- c) the creation of businesses having no permanent establishment, being seasonal in character or being connected with gambling or politics;

In cases of the creation of a company, it is possible to fund up to three persons.

## PORTUGAL

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### Promoting employment in preserving the cultural heritage

*CPC*, the employment-cum-training programme for preserving the cultural heritage, is co-financed by the European Social Fund. Its aim is to enable the long-term unemployed aged 25 years and over to enter the labour market by means of vocational training activities, enabling them either to find stable employment or to set up as self-employed.

*CPC* focuses on occupations connected with preserving cultural assets in the areas of painting, tiles (*azulejos*), stucco, weaving and other work connected with conservation. On the basis of positive experience in 1987, the programme will continue in 1988-89 on the basis of a 36-hour week. The **structure** is as follows:

- A **first year** of training the trainers. In some cases this will precede and in others accompany the training phase for providing the unemployed with the necessary skills. Training the unemployed starts in January and consists of four modules:

- \* corporate organisation and management
- \* study visits and exchanges
- \* seminars on topics within the various specialities, and
- \* access to trade fairs and exhibitions.

At the end of the year each participant, individually or in a group, must present his/her project, provided that he/she has not already been hired.

- A **second year** of two phases which correspond to the consolidation of the design of each participant's job.

By the end of the first phase, the pre-employment phase, which takes place in January and February, each project needs to have foreseen not only the premises, tools and equipment, but also the raw materials supplies and suppliers as well as the order-book. During this period and over the following months grants are made either by the host-bodies where the programme is taking place (for premises, help in marketing, purchase of goods or services, etc.) or by *IEFP*, the national employment and vocational training institute (for starting up, technical consultancy).

The second phase starts in March. It has both an employment component and a specialised vocational training component, both part-time.

## PORTUGAL

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### Support for young entrepreneurs

*FAIJE*, the fund for supporting the initiatives of young

entrepreneurs, was set up as an experiment in 1986 by *IEFP*, the institute for employment and vocational training together with some other bodies. This programme was extended in 1987 to the whole country. In 1988 it will be significantly boosted to encourage young people to set up their own company.

The programme provides for participation in the financing of investment projects in agriculture, fisheries, the processing industry, energy, tourism and services supporting economic activity. It is targeted at budding young entrepreneurs from 18 to 30 years of age whether or not they are associated with fully fledged businessmen aged over 30. The participation of these latter in the capital of the enterprise cannot, however, exceed 30%.

As set out below, *FAIJE* can finance up to 90% of the total investment provided that this does not exceed Esc 20 million:

- \* 24% grants (*IEFP*, deputy minister and minister for youth)
- \* 6% interest-free loans (Americano-Lusitanian Development Foundation)
- \* 60% interest-bearing loans (Banco Pinto & Sotto Mayor).

The remaining 10% have to be provided from the young entrepreneurs' own resources.

In addition to financial aid, *IEFP* can also organise management training together with *ANJE*, the national association of young entrepreneurs.

## UNITED KINGDOM

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### Two schemes to close

The Job Release Scheme (cfr. iM 10) and the New Workers Scheme (cfr. iM 16) closed on January 31, 1988. The JRS, launched in 1977, sought to encourage older workers to give up work early thus releasing their jobs for unemployed people. The NWS aimed to encourage employers to "take on more young people at realistic wage rates which more accurately reflect their youth and relative inexperience".

It has been found that the coverage of the Job Release Scheme has been in decline for some time, from a peak of 95,000 to the current figure of 20,000. Take-up of the New Workers Scheme has been disappointing and had dropped to 18,000. Neither scheme specifically helps the long-term unemployed and neither involves any training.

It has therefore been decided that the resources devoted to these programmes can be better used on other programmes which provide training for unemployed people.

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## Special categories of workers

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### DENMARK

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#### Decentralisation of special measures to combat youth unemployment

The regional aspect is considered very important in Denmark for the success of measures to combat youth unemployment. In order to preserve and give substance

to local/regional differences, measures are needed that can be adapted to the needs of the different localities. More room for manoeuvre locally enhances opportunities for solving the problems and assuming the functions which are most acute in the different regions and for assisting those groups which are most in need of help.

This is why the rules concerning specific measures for combatting youth unemployment have recently been

changed in the direction of further decentralisation and a higher degree of autonomy.

The State's powers are delegated to the labour market boards which are charged with ensuring the regional coordination of the measures taken. The State's appropriations for employment projects, wage subsidies for recruiting unemployed persons by private enterprises and subsidies for relief projects have now been brought together in one single appropriation to the individual regions. This gives municipal authorities, county authorities and the labour market boards enhanced possibilities for adapting and planning the measures to suit the needs of the most exposed groups within the individual regions.

As previously, the target groups for the measures can be unemployed persons under the age of 30 years and other exposed groups.

Experience shows that the best results are achieved if measures comprise training. Thus can public funds now be used for vocational training activities.

## SPAIN

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### Plan for women's equality of opportunity (1988-90)

Over the last months of 1987, the Council of Ministers adopted the action plan for the equality of opportunity of women (1988-90).

This plan is based on the ideas of the United Nations expressed both in the Convention on the banning of all forms of discrimination towards women and the Nairobi Strategies for the promotion of women. Furthermore, by joining the European Communities, Spain accepted various directives concerning the principle of equality in work and in social security and approved the medium term action programme (1986-90) for women's equality of opportunity.

The plan for women's equality of opportunity (1988-90) was drafted by the *CRIM*, the managing board of the women's institute (a body attached to the Ministry of Culture), on which 12 ministerial departments are represented. This plan includes a series of measures linked to legal regulations, the family, health, education, culture, vocational training, employment, social protection, international cooperation and *asociacionismo*; all these measures aim at correcting inequalities currently existing in these areas.

The objective of the plan is not only to further develop legislation on the principle of equality but also to modify the different attitudes of Spanish society which impede women's access to a real situation of equality.

Responsibility for actions needed to carry out the plan rests not just with the Ministry of Culture but also with the other ministries involved in the discussion of specific subjects which make up the action programme.

As regards the Ministry of Labour and Social Security, actions must be taken aiming at:

- \* improving knowledge of the social condition of women, in particular as regards work. This is to be done by adapting official statistics, studies and research to be carried out on changes in the situation of women and in particular in their situation on the labour market.

- \* promoting women's vocational training and employment by intensifying vocational guidance services; satisfying the special skills' requirements of specific categories of working women (in rural environments, service for the family, home-working); and retraining those who want to return to working life after having left it for family reasons.

- \* setting up a vocational training programme for women in agriculture and in rural zones, the aim being to enhance their opportunities in working life and not be subject to discrimination in all areas of rural life.

- \* promoting equality of women in different high level positions in public administration.

- \* fostering access of women to positions of responsibility, particularly in sectors which are traditionally considered to be "male" and in those linked with new technologies in public and private sector enterprises.

- \* preventing discrimination on the grounds of sex during access to employment and in industrial relations.

- \* making employment compatible with maternity and paternity through the amendment of the corresponding legislation.

These actions seek, among other things, to foster women's integration in the labour market, in spite of their current low participation rates. However, there has of late been a growth in women's employment as well as in their employment prospects. The female activity rate has hence grown and is currently 31.9%.

## IRELAND

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### School-Leavers' Survey 1987

The Department of Labour's annual School-Leavers' Survey was published in November 1987.

The survey was carried out in May and June 1987. It examines the career developments of second-level school-leavers from the 1985-86 academic year. In line with the practice in previous years, almost a full year was allowed to elapse before conducting the survey. This time lapse allows a more settled picture to emerge in relation to school-leavers entering the labour market or continuing in further education. The results are based on a national sample of 2,090 school-leavers from an estimated total of 65,800 students who left second-level education in 1985/86.

The main findings are that an estimated 28,400 school-leavers (43.1%) were in employment, while 18,900 (28.7%) were engaged in further education. A further 11,500 (17.5%) were still seeking their first job while 3,400 (5.2%) were unemployed after having had a job and lost it. Emigration accounted for 2,800 (4.2%) of school-leavers.

Compared to the previous year's survey, these findings revealed little overall change in the employment situation of school-leavers. The proportion in employment has fallen by 1.1% while the proportion unemployed has increased by 0.6%. The number pursuing further studies has also risen slightly (0.6%). Emigration among school-leavers has remained virtually static, increasing by only 0.1% between 1986 and 1987.

## NETHERLANDS

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### Preventing discrimination

The Minister of Social Affairs and Employment has sent a circular to the directors of the employment offices on the subject of preventing discrimination on the labour market.

The minister writes that besides a backlog in training, discrimination on the labour market is one of the causes of the high rate of unemployment of non-nationals. The employment office itself is increasingly confronted by discrimination. With this in mind the minister is striving to

bring uniformity and clarity in the positions to be adopted by the employment offices. The circular deals in particular with the prevention of discrimination in placement and in handling of requests for dismissal authorisation.

In practice employers use, knowingly or unwittingly, irrelevant arguments not to hire non-nationals.

In each case the employment office will have to decide how far wishes are relevant for filling a vacancy. Should the requirements not be relevant (for instance linguistic capacities or training), then there could be indirect discrimination if this prejudices a non-national jobseeker.

Whenever an employer notifies the employment office of a vacancy which it considers presents discriminatory job requirements, he/she will be informed as quickly as possible. Should the employer maintain these requirements, then the office will refuse to register the vacancy. An employment office must follow the same procedure when a vacancy is notified by an employer of whom it has become apparent that he/she is using discriminatory working practices or that he/she is adopting a discriminatory attitude. If the employer continues with the discrimination, the office's services will be suspended.

Concerning the registration of jobseekers, the circular states that no personal data should be registered which are connected with a person's ethnic background. The office can make an exception to this if, for the ethnic group in question, there is a special labour market policy (for instance preferential treatment to overcome inequalities), but only if the jobseeker when asked has nothing against his/her ethnic background being registered.

To prevent discrimination, employment offices should use as strictly and consistently as possible the existing principles when dealing with requests for dismissal authorisation, such as the "seniority principle" and the "reflection principle". The "seniority principle" ("first in, last out") concerns individual and plural (less than 20 persons) dismissals. The "reflection principle" is for collective dismissals (more than 19 persons) and consists in workers who are proposed for redundancy having to reflect the age structure of the total personnel. When the results of the request for dismissal authorisation show that the non-national workers are overrepresented in the dismissal, this can be an indication that these principles are not being adhered to.

The circular notes that, of late, the arguments used to dismiss non-nationals, individually and collectively, have increasingly concerned insufficient knowledge of the Dutch language and also reorganisation, automation and the connected additional and higher job requirements.

## NETHERLANDS

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### Employment offices focus on women

The report "*Uit de bak en aan de bak*" (which, roughly translated, means "Out of the tray and into employment") is the outcome of research commissioned by the Ministry of Social Affairs and Employment. It studies the extent to which men and women make use of the manpower measures of the regional employment offices (GABs) and whether this is in conformity with their share in registered unemployment (the so-called "*evenredige toepassing*", or proportionate use, of measures). What activities do employment offices undertake in the framework of the

10% regulation for the (re)integration of women and what are the main problems which are encountered?

In their conception measures are supposed to fit men and women equally and be "sex-neutral" in their form. The research shows, however, that several measures have not achieved this objective. In addition to the reasons which have to be looked for outside the ambit of the employment office, this lack of concurrence can also be partially caused by the way in which measures are used in practice. Thus some measures are partly applicable to branches of industry where there are few female workers.

The research shows that the not proportional use of measures is not seen as a major problem by most of the offices questioned. One result of this is that there are no or hardly any suggestions which could lead to an improved balance of the measures. The research also brings out that employers, particularly in small firms in industries which are male-dominated, give priority to hiring men. In these cases, placement officers need to take more trouble to "sell" women, for instance by showing the advantages of working with women. There is the likelihood, however, that the employer would feel that pressure was being put on him which would disturb the relationship with the employment office. The employment offices see targeted campaigns as one possibility for raising employers' willingness to hire women.

The employment offices are using various ways for selecting the target group of the 10% regulation for (re)integrating women (the 10% has been increased to 12% for fiscal year 1988). Sometimes special activities are set up for these women. In other instances men are also admitted, but women (including those who are returning to working life) are given special attention. The research brought out that the 10% regulation has at any rate led to women in general and returning women in particular becoming a discussion point within the GAB policy.

The constraints on returning women are also generally accepted. Thus employment offices put on training part-time and often child care is provided during courses. To improve the vulnerable position of women on the labour market, caused by the fact that they work in a limited number of occupations, the employment offices are prominently concerned with breaking down traditional roles. Examples of this are provided by the technical orientation courses which precede CVV training, the computer courses designed particularly for women and management courses for women having a HBO/higher vocational education or academic education (VIP course).

The research shows that women's results in management and computer training are adequate and in technical occupations it is a question of a process which is slowly making headway.

The researchers note that persons dealing with the placement of women in employment offices consider that one of the organisational problems they face is the lack of availability of statistical material on the results achieved. This means that there is no smoothly functioning feedback system with quantitative data on women as target group and, within this, those returning to working life. Another difficulty is the shift in orientation of the employment offices to a market-orientated approach. This emphasises the gathering and rapid filling of vacancies which downgrades the placement of more difficult-to-place jobseekers.

The report also brings out that providing women with information does not always function well. To counter this, a number of GABs are organising large scale information and training markets for women.



## NETHERLANDS

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### Positive action programmes

Positive action programmes for women in organisations are considered by the cabinet to be particularly suitable to improve the position of women on the labour market as well as in companies and other organisations. Such programmes focus on recruitment, promotion and avoidance of dismissals. This is spelt out in a ministerial circular (*nota*).

To get more firms to set up positive action programmes for women, the government has agreed to make money available, in principle for four years.

Positive action programmes are coherent sets of schemes aimed at improving the position of women in an organisation. The firm is responsible for implementing these schemes within a defined period as well as for their periodic evaluation in the light of the concrete objectives laid down in the plan, objectives which should be quantified in as far as possible.

The government considers it very important for such programmes to be set up in an organisation. It does not as yet intend to introduce compulsion into the approach since, amongst others, success depends on its having as broad a base as possible inside the organisation. Positive action programmes have to be able to be adapted to the specific needs of the organisation. Stimulating this should also be the responsibility of the social partners. The government wants to deliberate on this matter with the employers and employees within the Labour Foundation.

## NETHERLANDS

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### Youth employment guarantee

The temporary measure of municipal employment initia-

tives for young people has been extended for 6 months to January 1989 (cfr iM 19). This measure enables municipalities to receive financial support to help young people aged up to 20 years to get temporary work.

The extension of the temporary measure is necessary because the *JWG* (the youth employment guarantee scheme) which will follow on from the temporary arrangement, cannot start up before 1 January 1989. It was the aim in the beginning to start the *JWG* on 1 July 1988. The delay has been due to opinions being expressed later than was originally planned. The aim of *JWG* will be to provide all young people aged up to 20 with a job offer, whenever, after six months of looking, they have been unable to find a job.

In anticipation of the introduction of *JWG*, a temporary measure was brought in in March 1987 on which municipalities can draw if they wish. The measure consists of a wage subsidy for young people who are given a job offer. Subsidies are also given for the costs which are involved in implementing the measure. Subsidies are given for 6 months to temporary jobs of 19 hours a week in the "collective" (public and State-aided) sector.

The aim was that the temporary measure would end at the same time as the *JWG* was to start. Thus when it runs out, young people with a temporary job would be able to make use of the *JWG*. Now that the *JWG* cannot start before 1 January 1989 there was the threat of a gap in this approach on youth unemployment. Through extending the temporary arrangement, this has now been prevented.

In the framework of the temporary arrangement an extra 4,000 jobs can be created in 1988, on top of the 4,000 job offers in 1987. Municipalities can submit new proposals to the Ministry of Social Affairs and Employment by 1 April 1988, conceivably to supplement previously approved proposals. As with the first round, these proposals will be dealt with in their order of arrival.

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## Working time

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## GREECE

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### Changes in shop opening hours

A Cabinet's Act brought about a complete change from 1 February 1988 in shop opening hours in Athens. Besides creating new jobs, this Act will contribute not only to decreasing air pollution but also to substantially alleviating traffic congestion.

Until 31 January 1988 shop opening hours were as follows: Mondays, Wednesdays and Saturdays from 08.00 or 08.30 to 14.30 or 15.00 and Tuesdays, Thursdays and Fridays from 08.00 or 08.30 to 13.30 or 14.00 and from 17.00 or 17.30 to 20.30 or 21.00. Shop employees worked 40 - 48 hours over a six-day week.

According to the new regulation food shops will open from 09.00 to 14.30 on Mondays, 09.00 to 18.30 Tuesday to Friday, and 09.00 to 15.30 on Saturdays. Other retail shops open from 13.00 to 19.00 on Mondays, 09.30 to 19.00 Tuesday to Friday and 09.00 to 15.00 on Saturdays.

Shop employees have a continuous working week of 40 hours spread over 5 days. For the days the shops are

open and they work till the evening, workers take a 20-minute break between 12.00 and 16.00.

Within this working time shops open 50 hours per week. A new OAED scheme has been introduced for the small shops employing up to three persons. Since they might experience problems in applying the new working time regulations, they can receive financial support when taking on new employees. This new programme provides shops with Drx. 1.800 per day for 18 months or Drx. 1.500 per day for 24 months in case of hiring a new worker. Larger enterprises are covered by already existing OAED programmes.

If shorter working hours per day or week were agreed and applied before 1 February, the employee's status does not change. After this date, a worker even when hired part-time will be paid as if hired full time.

There is no change in special categories of shops which benefited before the application of this Act from special working hour regulations.

It is expected that this Act will soon be applied to the rest of Greece.

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# Placement

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## GERMANY

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### Vacancies on radio and TV

Since 1 January 1988 radio and television are also allowed to publicise job vacancies and situations wanted. This was previously restricted to the printed word. The new ruling comes in the wake of the 8th amendment to the Labour Promotion Act (*AFG*) described in IM 19. It is intended to improve the chances of finding employment.

The Federal Minister of Labour and Social Affairs and the President of *BA*, the Federal Employment Institute, have called upon radio and television to help those workers who are affected by unemployment by making use of the new opening. Thus, they should provide in the context of their programmes additional broadcasting time for job vacancies and situations wanted as well as for general labour market topics. The idea would be to have programmes at specific times on topics related to work and careers which would include job vacancies and conceivably situations wanted.

As inquiries to the headquarters of *BA* show, it is above all private broadcasting stations which want to use this opportunity. The contribution of the *BA* can, because of its tight budget, only be non-material. The *BA* offices cannot at present pay for the broadcasting of vacancies on radio and television.

The private broadcasting stations have first to produce proof that it is worthwhile to offer vacancies by electronic media. Potential contractors, above all firms and administrations, must moreover get used to the fact that there is now this new channel for filling vacancies. Jobseekers will also have to get used to the existence of the new media.

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\* Editor's note: Persons "in mobilità" are workers who are "temporarily" laid-off by their companies and are not going to be reinstated. They are registered on a "mobility list" and receive an allowance from the *CIG*, the Wage Compensation Fund.

## ITALY

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### Repertory of occupations/professions

At the request of the Ministry of Labour dating from December 1986, *ISFOL*, the national vocational training institute, has produced the first edition of a manual providing information on the main occupations which a young person or a worker "*in mobilità*"\* could realistically be expected to practise in Italy either as a dependent worker or as a self-employed person. This "repertory of occupations/professions" provides information on 115 professions/occupations, chosen from among the quantitatively most representative and published for their innovative contents and their employment potential.

The repertory will be updated and published annually or so, providing new data on the basis of a new methodological approach. A "monitoring system" (*osservatorio*) on professions will be set up. Its task will be to carry out research on a whole set of vocational areas and to define within these the professional/vocational profiles which are the most interesting and the most likely to grow. To this end, the *osservatorio* will collaborate with enterprises and trade unions at different levels.

The research will be integrated in a broad programme which the Ministry of Labour will work out in collaboration with the Ministry of Public Education and the help of *ISFOL*. The programme will involve teachers and parents in addition to young people on whom it is focused in the schools and the regional training centres.

The programme will produce a series of specialised documentation outputs which will be distributed in printed form or through television. It will co-ordinate initiatives at the local level, organised by local authorities, which are aimed at bringing young people into contact with the world of work.

The overall purpose is to facilitate direct awareness and comprehension and hence a responsible choice on the part of the young person.

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# Miscellaneous

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## GREECE

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### Free movement of workers between EEC and Greece

The transitional period for the free movement of workers between other EEC Member States and Greece ended on 31 December 1987.

Since January 1988 citizens of other Member States have the freedom to work in Greece under the same conditions as Greeks. Likewise, Greeks have the same rights to work in other Community countries.

By presidential decree 499/77 the Directive 68/360/EEC has been incorporated into Greek legislation. According to this Act, Community citizens are entitled to a "residence permit" allowing them to stay and work in

Greece. No other changes in the Greek legislation were needed since it does not provide any discrimination or different treatment between nationals and non-nationals as far as the labour relations are concerned.

## SPAIN

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### Changes in the *EPA* methodology

*EPA*, the labour force survey, is the main statistical source of information on the labour market in Spain. In the second quarter of 1987, *INE*, the national bureau of statistics, which is in charge of designing the survey, brought in

a series of methodological changes to adapt this source of statistics to the criteria defined by Eurostat as well as to the recommendations of the XIII International Conference of Labour Statistics of the ILO.

The main methodological changes deal with:

a) The **questionnaire**. This has been revised and developed in order to improve the accuracy and rigour of the results.

b) The **definitions of**:

**Labour force**: It is the "currently employed population" which is considered and it is the week which is taken as the reference period for all persons, including the group of "family helpers", casual workers and persons not in the labour force who carry out some marginal activity for whom the previous reference period was the last three months.

**Employed labour force**: One hour is now the minimum amount of weekly work enabling a person to be classified as "gainfully employed", without any exception whatsoever. Previously, exceptions were made for the groups mentioned in the labour force who were classified according to work done during the three months preceding the interview. No distinction is made anymore between persons working in the strict meaning of the term and those working marginally (persons who, during the reference week, had only had a casual job and had worked less than one third of the normal working time over the previous three months).

**Unemployment**: The reference period for job search is extended from one to four weeks. The three conditions for classifying a person as "unemployed" have remained unchanged: to be out of work, to be actively seeking employment and to be available for work.

This reform makes it possible to obtain additional information, more complete and detailed, concerning in particular the type of contract (open-ended or temporary), the number of hours habitually worked, the length of working time (full time or part time), the type of administration in which public sector wage-earners are employed, students and their intentions, the situation immediately

preceding job search, reasons for non-availability for work, analysis of the characteristics of the persons affected by a measure regulating employment, characteristics of the under-employed population and whether or not persons are in receipt of unemployment benefit or assistance. By means of this information it is possible to have much clearer insight into the situation of the population as regards economic activities and their peculiarities.

The new methodology has brought about the homogenisation of the previous and new series obtained through applying the new definitions to the old questionnaires. Its introduction has resulted in an increase in the labour force and in employment as well as a reduction of unemployment and of the non-active population. The average differences between the previous and the new series for the whole of the period under consideration (first quarter of 1985 to the first quarter of 1987) vary between 35,300 as regards persons in the labour force and persons not in the labour force, 64,100 for those gainfully employed and 28,800 for the case of the unemployed. These figures represent respectively differences of 0.25% for the labour force, 0.23% for persons not in the labour force, 0.58% for those employed and 0.95% for those who are unemployed.

The main results from the *EPA* survey of the second quarter of 1987 confirm the improvement in the labour market situation, even if the possible effects following from the changes in definitions are eliminated, although this does not hold true for the effects brought about by introducing the new questionnaire. If the new definitions of the revised *EPA* are applied to the data of the first quarter of 1987, the labour force during the second quarter of 1987 amounted to 14,266,000 persons, bearing witness to an increase of 242,900 persons compared with the first quarter. The employed labour force was 11,329,600 which is an increase of 298,000 for the quarter, and the number of unemployed amounted to 2,936,500, which is a decrease for the quarter of 55,800 unemployed persons.

The MISEP Basic Information Reports are now available. For each of the Member States in 1985, they describe the structure and content of employment policy, setting out institutions, procedures and measures.

They can be ordered from the ECWS, P.O. Box 3073, NL-6202 NB Maastricht, price ECU 6 each or ECU 40 for the set of 10 reports.

#### Rough currency conversion rates

One European Currency Unit (ECU) was roughly equivalent to the following amounts of national currencies in February 1988:

• Belgium	43 BFR
• Denmark	7.9 DKR
• Germany	2.07 DM
• Greece	165 DRA
• Spain	139 PTA
• France	7.0 FF
• Ireland	0.78 IR£
• Italy	1,520 LIT
• Luxembourg	43 LFR
• Netherlands	2.32 HFL
• Portugal	169 ESC
• United Kingdom	0.69 UK£

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