

## Policies

Developments in employment policies in Europe.  
Series produced from the MISEP network.

# 40





# DEVELOPMENTS AT A GLANCE

- Belgium** Cooperation agreement offers more proactive approach to integrating the unemployed into the labour market through preparation of an individual supervision plan and an improved data exchange system. (p.2)  
New legislation regulates child labour more strictly. (p.10)  
The fight against sexual harassment at work has gained a new legislative ally. (p.11)
- Spain** Although the significant downturn in activity and employment has slowed, the results of the Labour Force Survey for the second quarter of 1992 still reveal a difficult situation on the labour market. (p.3)  
The Ministry of Labour has launched a plan to improve the administration of unemployment benefits with a view to gaining a better insight into the personal situation and skills of the unemployed to enable them to be placed in employment or training. (p.6)
- Ireland** As part of the Government's efforts to promote employment initiatives, County Enterprise Partnership Boards are being set up nationwide to stimulate job creation and community development, the Job Training Scheme has been made more flexible and employers can benefit from a new employment subsidy. (p.7)
- Italy** The results of a study of the labour market in the first quarter of 1992 reveal a downturn in employment affecting all industrial sectors though the average unemployment rate remains steady. (p.4)  
Amidst a deteriorating economic situation, the Government and trade unions have concluded an agreement on labour costs in a bid to curb inflation and reduce the budget deficit. (p.4)  
Under recent legislation on urgent measures to protect the level of employment, smaller industrial firms in declining areas can now benefit from provisions on wage compensation, mobility and cutbacks in manpower. (p.6)  
Important new legislation regulates the rights, social and vocational integration and assistance of the disabled. (p.8)
- Netherlands** Job creation measures to be implemented in a more flexible manner. (p.7)  
Reorientation interviews improve job opportunities for LTUs from ethnic minorities. (p.9)  
Job prospects best for school-leavers with qualifications for technical or medical/caring professions. (p.12)  
Employment Offices are finding work for more jobseekers, especially ethnic minorities and women. (p.12)
- Portugal** To enable it to cope with changes on the labour market, the *IEFP* has undergone internal reorganisation with the emphasis on decentralisation of executive powers and full use of human resources. (p.10)
- United Kingdom** During its term of presidency of the EC, the UK staged a conference on the theme of best practice in the field of training in Europe and another on the changing role for PES in promoting efficiency and flexibility in the European labour market. (p. 13)

# CONTENTS

## OVERALL DEVELOPMENTS

<b>Belgium</b>	Cooperation agreement on supervision plan for the unemployed	2
<b>Spain</b>	The labour market in the second quarter of 1992	3
<b>Italy</b>	Labour market developments in the first quarter of 1992	4
	Government-Trade Union agreement on labour costs	4

## EMPLOYMENT MAINTENANCE

<b>Italy</b>	Urgent measures to protect employment	6
--------------	---------------------------------------	---

## AID TO THE UNEMPLOYED

<b>Spain</b>	Plan to improve administration of unemployment benefits	6
--------------	---	---

## JOB CREATION

<b>Ireland</b>	New major employment initiatives	7
<b>Netherlands</b>	Measures made more flexible	7

## SPECIAL CATEGORIES OF WORKERS

<b>Italy</b>	New measures aimed at social integration of the disabled	8
<b>Netherlands</b>	Better job opportunities for ethnic minorities	9

## STRUCTURAL CHANGES

<b>Portugal</b>	New organisational structure of the IEFP	10
-----------------	--	----

## MISCELLANEOUS

<b>Belgium</b>	Child labour	10
	Sexual harassment at work	11
<b>Netherlands</b>	Job prospects for school-leavers	12
	Employment offices doing well	12
<b>United Kingdom</b>	Special conferences in the UK	13

## CENTREFOLD

	Guiding the unemployed towards the labour market	
--	--	--

## MISEP INFORMATION

## Belgium

### Cooperation agreement on supervision plan for the unemployed

For several years now, reports by various international organisations have indicated that the funding allocated by Belgium to unemployment insurance is all too often channelled into payment of unemployment benefits and that not enough proactive steps are being taken to integrate the unemployed into the labour market.

With the aim of revitalising efforts to integrate or reintegrate the unemployed, the National Minister of Employment and Labour and the Regional and Community Ministers responsible for Employment and Vocational Training signed a cooperation agreement on 22.9.92 and drew up a supervision plan as well as the principles governing the exchange of data between the various services concerned.

#### The supervision plan

The individual supervision plan for the unemployed forms the core of a more active employment integration policy. From 1.1.93, any unemployed person under the age of 46 claiming full unemployment benefit and who is commencing his or her tenth month of unemployment is eligible for the supervision procedure. Refusal to take part will affect entitlement to unemployment benefits.

At the suggestion of the regions, the supervision plan may be aimed, on a voluntary basis, at any unemployed person over the age of 46 claiming full unemployment benefit and who is also embarking on his or her tenth month of unemployment.

The supervision plan has two phases:

- in the first phase, the competent Regional Employment Office analyses the particular situation of the unemployed person in question and informs him or her about the opportunities for reintegration into the labour market;
- in the second phase, the Regional Employment Office presents the unemployed person concerned with a programme of action set down in a supervision agreement (a training course, a job or a combination of the two). The programme of action takes into account the age and the personal, social and professional capabilities of the person concerned.

The supervision plan will be financed by an employers' contribution amounting to 0.10% of the wage or salary.

Furthermore, the regions undertake to set aside some of the employment schemes and recruitment incentives for unemployed people who have signed a supervision agreement. The national authority shall ensure that the obligation to take on trainees, as laid down in Royal Decree 230 of 21.12.83 on youth traineeships and vocational integration (cf. BIR Belgium, B-iv.2), includes a proportion of unemployed people who have signed an agreement of this type; only employers who take on unemployed people who have signed this agreement will be able to enjoy the advantages of exemption from social security contributions (cf. BIR, B-v.5).

#### Data exchange

The cooperation agreement also makes provision for an improvement in the system of exchanging data between the National Employment Office (*ONEM*) and the Regional and Community Employment and Vocational Training Offices.

In the first place, specific clauses stipulate the target group for the supervision plan.

The *ONEM* and the Offices mentioned will consult one another regarding the monthly lists of unemployed people concerned; a copy of each supervision agreement will be sent to the *ONEM*.

Details of the methods to be used to transfer data between the *ONEM* and the Regional and Community Offices are specified in an annex to the agreement.

#### Significance of the cooperation agreement

The supervision plan is just as important for the unemployed as for employers and the various authorities.

The percentage of long-term unemployed (LTUs) in Belgium is currently 20% higher than the European average. Unemployment conceals a recursive phenomenon. National and international surveys have revealed that the chances of getting back to work are inversely proportional to the period of unemployment. Steps should therefore be taken to prevent people becoming LTUs. That is why attention should be drawn to the preventive nature of the supervision plan. Thanks to the plan, the unemployed can rest assured that their chances of being reintegrated into employment will increase as a result of close supervision, additional training and employment support measures. At the same time, more active cooperation is demanded of them with the aim of finding a job.

## OVERALL DEVELOPMENTS

Furthermore, firms will be able to find applicants for vacancies more easily. From 1993 the situation will no longer arise where a firm cannot find applicants for a traineeship or to replace workers who are on a career break or who have taken early retirement. It should also be a thing of the past for employers to ask for groups of workers from Eastern Europe to carry out welding or roofing jobs or to pick fruit.

Lastly, the Regional and Community Offices will be given additional resources to integrate the unemployed into appropriate employment,

taking into account the specific needs and characteristics of the regions and the sub-regions. An active approach towards the unemployed will decrease the national authority's expenditure on unemployment insurance in the medium term. This new approach will also prevent an increase in the number of LTUs, whose integration requires more effort and money.

Finally, explicit agreements on the transmission of data will enable each service (national, regional and community) to operate more effectively in its particular area.

## Spain

### The labour market in the second quarter of 1992

The Labour Force Survey (*EPA*) for the second quarter of 1992 has revealed some findings on trends in employment, activity and unemployment which reflect the present difficulties in the Spanish economy. Although the findings are not very optimistic, they indicate that the significant downturn in activity and employment recorded in the previous two quarters has slowed down. During the second quarter of the year, employment figures (totalling 12,457,700) rose by 8,700 compared with the previous quarter and the labour force (15,143,700 during the same period) was up by 62,700, suggesting a turnaround in the negative trend indicated by these two variables since the third quarter of 1991. However, due to the larger increase in the labour force figures, the moderate increase in the employment figures was not sufficient to counteract a further increase in the number of unemployed which reached 2,686,000 during the reference period, 53,900 more than in the previous quarter.

In this second quarter of the year, job losses have mainly been in the primary sector with 46,600 fewer jobs than in the previous quarter. Seasonal factors associated with the completion of seasonal agricultural work undoubtedly contributed to this negative result. The industrial sector also experienced a small loss of 490 workers although the decrease is minor in comparison with the massive job losses recorded in this sector since 1990. In contrast, the number of workers in the services and construction sectors has increased by 49,500 and 6,400, respectively. Although these increases are a positive sign, they do indicate that the growth rate of employment in these two sectors has slowed down, particularly so in the construction sector.

In annual terms, from the second quarter of 1991 to the second quarter of 1992, the labour force increased by 133,400, bringing the overall

activity rate to 48.9% of the population aged over 16 (virtually the same rate as a year ago), the employment figures dropped by 164,400 and unemployment rose by 297,800 affecting 17.7% of the labour force (up 1.8% compared with the rate recorded during the second quarter of 1991).

Moreover, the number of unemployed registered at the employment offices of the National Employment Institute (*INEM*) dropped in July for the fifth consecutive month since a change in the upward trend in registered unemployed first began in March. Hence, during the first seven months of 1992 the number of registered unemployed decreased by 192,992 bringing the figure to 2,142,930, which is equivalent to an unemployment rate of 14.1%.

As can be seen from the findings of these two statistical sources (*EPA* and registered unemployed), the change in the number of unemployed in both does not follow the same trend. Whereas according to the *EPA*, unemployment is rising, the number of registered unemployed has continued to decrease in 1992, thus modifying the trend noted in previous years when the findings of each statistical source tended to concur. Besides the distinct nature and methodology of the two sources (a survey in the case of the *EPA* and registration in the case of registered unemployed at the *INEM*), the basis for these discrepancies is the real decrease in the number of registered unemployed as a result of, among other factors, the labour market reform measures adopted by the Government in April through Decree-Law 1/1992 (cf. Po 38). Furthermore, this regulation became law in the General Assembly in July 1992, after its appropriate passage through the Lower House and the Senate (Law 22/1992 of 30.7.92 on Urgent Measures on Promotion of Employment and Protection in the event of Unemployment, Government Gazette (*BOE*) 4.8.92; cf. BIR Spain, Chapter III.1).

## OVERALL DEVELOPMENTS

# Italy

### Labour market developments in the first quarter of 1992

The first quarter of 1992 does not reveal any notable changes in the Italian labour market and the serious regional differences between the North and South of the country still persist.

A more detailed analysis of the situation indicates that of the present population of 57,193,000, the labour force represents 24,079,000, 62.9% of whom are men and 37.1% women.

Compared with the first quarter of 1991, the activity rate has decreased slightly (42.1%), of which 54.5% for men and 30.4% for women. The employment figures have dropped by 9,000. With regard to the breakdown per sector of economic activity, the rate of employment in agriculture continues to decrease (7.9% compared with 8.07%) and likewise in the manufacturing industry (31.6% compared with 32.38%), whereas in the services sector the rate continues to increase (60.5% compared with 59.6%). In particular in the manufacturing industry, the index of dependent employment in firms employing more than 500 workers (1988 basis = 100) is 92.7, showing a decrease of 4% compared with the first quarter of 1991. This last statistic confirms the progressively downward trend registered within the space of twelve months in 1991 and sums up the decrease which has occurred

amongst blue-collar workers and apprentices (-4.9%), as well as amongst white-collar workers and specialised workers (-1.9%).

The downturn in the average level of employment between the two periods under consideration has affected all industrial sectors, but especially the mining, chemical, food, textile and metalworking industries. The significant drop that has hit both the engineering sector (-4.9%) and the vehicle manufacturing sector (-4.4%) has adversely affected the metalworking industry.

The number of jobseekers is down by 6000 due to the considerable decrease in the number of people who are looking for work but who were previously not regarded as being part of the labour force (housewives, students, pensioners, etc.). The number of first-time jobseekers has increased considerably (+75,000).

The unemployment rate remains steady (11.3%), as does the proportion of young jobseekers between the ages of 14 and 29.

From a geographical perspective, employment is increasing in both the South and the North, and decreasing only in the central regions, while the unemployment rates remain essentially unchanged.

### ITALIAN LABOUR MARKET DEVELOPMENTS (1st quarter 1992)

	Absolute values (in 1000s)	Variations (same period) 1991-1992 (in 1000s)
Labour force	24,079	-15
Employed	21,367	-9
in:		
Agriculture	1,693	-31
Industry	6,751	-171
Other sectors	12,922	-192
Unemployed	2,713	-6
of whom:		
First-time jobseekers	1,361	-75

	1991	1992
Activity rate (as %)	42.21	42.10
Unemployment rate (as %)	11.20	11.27

Source: ISTAT

# Italy

## Government-Trade Union agreement on labour costs

On 31.7.92, the Italian Government and trade union representatives (representing both employees and employers) signed an agreement on labour costs. In view of the deterioration of the economic and financial situation, the Government has deemed it necessary to take immediate action to curb inflation and to reduce the budget deficit significantly. With this object in view, it is demanding coherent policies from employers and unions in order to overcome the current difficulties, resume a course of steady development in the areas of the economy and employment and regain full credibility internationally.

With this agreement, the Government has therefore committed itself to implement immediate measures to reorganise finances and to lower the rate of inflation as much as possible by the end of the year. With a view to controlling wage trends in 1992 and 1993, the parties concerned have therefore agreed upon the following:

- the definitive suspension of the system of wage indexation (the so-called "*scala mobile*" - sliding scale), which had already expired on 31.12.91;
- the payment of a lump sum of LIT 20,000 monthly for 13 months as from January 1993;
- the support of the request made by the Prime Minister that, during the same period, no unilateral collective payments be made or negotiations conducted at company level, excluding procedures relating to crises or company restructuring where negotiations may result in wage rises.

With regard to the objective - unanimously agreed upon - to regulate the public and private employment sectors according to the same parameters, the most suitable conditions will be promoted to achieve far-reaching contractual regulation of labour relations based on the Civil Service. With this object in view, the Government will promote a centre for contact and negotiation with the trade unions in order to regulate when and how the transition to a common set of rules will take place.

In the agreement, the Government has also committed itself to intervene on prices and tariffs and on fiscal and contributions policy, and to promote employment. In particular with regard to the latter, the Government intends to adopt a programme, with the active participation of the social partners, the guidelines of which are as follows:

- an active role is to be played by the Ministry of Labour in the creation of new jobs, including those for young people, by setting up, managing and/or monitoring such innovative instruments as atypical employment contracts in line with what is already being done in the other Member States of the Community;
- an active role is to be played by the Ministry of Labour in reaching agreements with the unions on the processes of restructuring, reorganisation or crisis management, by improving the Wage Compensation Fund (*Cassa Integrazione Guadagni*; cf. BIR Italy, I.ii.1/2) and encouraging the flexible use of labour in order to curb cutbacks in manpower;
- the development of the activities of employment offices.

The Government considers it necessary to thoroughly reform the system of vocational training to ensure a permanent training service which can be attuned to organisational and technological changes.

Finally, a special task force will be set up within the ambit of the Government to support employment in the regions that have suffered most from the crisis.

The present economic and financial situation has, however, affected the premises of the agreement which has been signed. The Government has in fact been compelled to resort to a number of measures leading to the devaluation of the Lira, which has resulted in an increase in the rate of inflation and in the public deficit. This situation seriously jeopardises the value of the real wages of workers, on account of the aforementioned disappearance of automatic wage adjustment mechanisms, and the "freezing" of company-level negotiations.

# EMPLOYMENT MAINTENANCE

## Italy

### Urgent measures to protect employment

In view of the gravity of the employment situation, particularly in the industrial sector, the Italian Government issued Decree-Law 398 on 8.10.92, relating to "Urgent Measures to protect the Level of Employment". This Decree-Law contains some amendments to Law 223 of 23.7.91, in which a series of fundamental changes relating to the labour market were introduced (cf. Po 37).

The most important provisions of the recent Decree-Law concern special measures for employees who have become mobile, in other words employees whom the company cannot keep in employment as a result of a change or cutback in activities, and who are placed on a special mobility list in order to facilitate their reintegration into the labour market (cf. Po 37).

Until 31.12.93, employees who have been laid off by companies with up to 15 employees - on justified objective grounds associated with a cutback, change or suspension of activities - can also be registered on these lists. The aforemen-

tioned Law 223, however, provided for this procedure only in the case of companies with more than 15 employees. Registration does not, however, entitle these employees to the redundancy ("mobility") allowance received by those registered in accordance with Law 223.

Furthermore, until 31.12.93, the provisions regarding extraordinary wage compensation, mobility and cutbacks in manpower, as provided for under Law 223, also apply to industrial companies with between 5 and 15 employees that are established and operate in the areas of industrial decline identified for Italy by the EC (Objective no. 2 of EC regulation no. 2052/88) as well as in the *Mezzogiorno*.

Special steps have also been taken to curb cutbacks in manpower. Until 31.12.95, in the case of a reduction of working hours and wages not exceeding 30% in comparison with the norm, implemented with the agreement of the trade unions in order to avoid layoffs, the company in question receives a three-monthly subsidy for a maximum period of two years, to be divided equally between the company and the employees concerned.

# AID TO THE UNEMPLOYED

## Spain

### Plan to improve administration of unemployment benefit system

The Ministry of Labour and Social Security launched an ambitious plan in March to improve the administration of the unemployment benefit system. This step was taken within the context of the reform introduced by Law 22/1992 of 30.7.92 on Urgent Measures for the Promotion of Employment and Protection in the event of Unemployment (cf. BIR Spain, Chapter III.1), whereby the intention is to rationalise expenditure on benefits in order to channel it into active employment policies (cf. Po 38).

The main objective of the plan is to promote a closer relationship with recipients of unemployment benefits with a view to gaining a better insight into their personal situation, their professional profile and their standard of training in order to advise and assist them in looking for work via unspecified vacancies submitted to the

National Employment Institute (*INEM*), or in order to provide training, where necessary, appropriate to vacancies available.

This plan includes a whole series of additional measures including those aimed at speeding up the administration process in order to reduce the period of recognition of entitlement to unemployment benefits, and at the professional assessment and classification of people claiming unemployment benefits, to enable an appropriate placement or, if necessary, training policy to be conducted. The Ministry of Labour and Social Security, through *INEM* and with the cooperation of the Treasury General of the Social Security and the Labour Inspectorate, therefore intends to actively intervene, making it easier for unemployed persons to obtain the unemployment benefits to which they are entitled and, in particular, helping them to find work. With this object in view, vocational training activities aimed at this group of people have been stepped up. This training is an essential tool in matching labour supply and demand.



# JOB CREATION

## Ireland

### New major employment initiatives

#### Creation of County Enterprise Partnership Boards

The Government has announced details of the County Enterprise Partnership Boards which are being set up to promote job creation and community development. The Boards are to be set up nationwide, two thirds as County Boards in rural areas and one third as Area Boards in city areas.

The Partnership Boards will comprise a Chairperson and Directors. The Chairperson will be an employers' representative. The other members will include the Chairperson of the Local Authority, the County Manager and representatives of local communities, social partners and public agencies.

The Partnership Boards will have three key objectives:

- the development of small and start-up enterprises, employing up to 12 people;
- training and education, especially as linked to enterprise development; and
- local community development.

The Partnership Boards will prepare action plans for their Counties and Areas. These plans will set down specific proposals to be implemented through the decisions of three key sub-committees of the Boards.

A forum of relevant local organisations will be held in each County and Area quarterly to ensure an exchange of ideas and feedback to local communities on the Board's activities.

The Government has secured commitments of IRL 150 million funding from the Irish banks, building societies and insurance companies towards job creation. This funding will be administered by the Partnership Boards. Funding will also be available for the Boards from the

Irish Government and from EC Structural Funds.

#### Changes in the Job Training Scheme

The Job Training Scheme (cf. Po 39) is a work-based training programme provided by employers in cooperation with the National Training Authority (FAS). In order to achieve increased participation in the scheme, the Minister for Labour has recently announced changes to it, amongst which:

- the requirement for participants to be on the Live Register of unemployed persons has been removed;
- the minimum duration of training programmes has been reduced;
- both on-the-job and off-the-job training are eligible;
- companies may top up the training allowances.

#### Changes to Employers' Pay-Related Social Insurance

The Government has decided to exempt employers from Employers' Pay-Related Social Insurance (PRSI; cf. iM 31, Centrefold) for two years for all additional employees taken on between October 1992 and March 1993. The conditions attached to the new PRSI two-year exemption include:

- the employee must be additional to the employer's workforce from the beginning of the recruitment period;
- the person taken on must have been continuously unemployed for at least 13 weeks and signing on the Live Register;
- the employment must be full-time;
- in order to obtain the full benefit of the exemption, the person taken on must be retained until the end of the two-year period.

This scheme will operate concurrently with the Employment Subsidy Scheme (cf. Po 39) which offers employers IRL 54 per week to take on new employees.

## Netherlands

### Job creation measures made more flexible

Since the beginning of 1993 it has been possible for the Regional Employment Boards (*RBAs*) to implement the Framework Regulation Integration into Working Life (*Kaderregeling Arbeidsinpassing - KRA*; cf. BIR, NL-vi.2) and

the Temporary Employment Refund Scheme (*Vergoedingsregeling Uitzendarbeid - VU*; cf. BIR, NL-vi.3) in a more flexible manner.

The principle underlying the implementation of these measures remains that they should contribute to the integration of the unemployed into the labour market. In both cases, the minimum

## JOB CREATION

period of unemployment has been reduced from two years to six months. The regional policy plan of a given *RBA* can, however, stipulate a longer unemployment period, whether for particular target groups or not.

The Central Employment Board (*CBA*) has fixed minimum and maximum subsidies for the *KRA* measure. For training and supervision in a regular job the subsidy ranges from HFL 3,000 to HFL 6,000, providing the employment contract is for at least 6 months. The subsidy for a work experience place in the private sector ranges from HFL 7,500 to HFL 15,000 per year. The precise level of subsidy is set within these limits at the discretion of the *RBA*. The subsidy for work experience places in the public sector is fixed at HFL 22,000 per year. The term of the employment contract in this case is up to one year.

On 1.1.93 the *VU* was renamed the Framework Regulation Temporary Employment (*Kaderregeling Uitzendarbeid - KRU*). Client companies using unemployed persons from a target group to do temporary work can subsequently receive a reduction of 33% of the wage bill, on condition that the unemployed person works a minimum of 15 hours per week for an uninterrupted period of at least 12 weeks. The scheme also offers the temporary employment agency a refund ranging from 7.5% to 15% of the wage bill. The *RBA* can set longer time limits and determines the refund percentage for the agency.

The present method of implementing the *VU* remains unchanged: the *RBA* selects the unemployed persons and refers them to the temporary employment agency for subsequent placement.

## SPECIAL CATEGORIES OF WORKERS

### Italy

#### **New measures aimed at social integration of the disabled**

On 5.2.92, the "Outline Law on the assistance, social integration and rights of the disabled" was finally passed. This important Law provides a general regulation of the complex subject of the rights, social and vocational integration and assistance of people with a physical, mental or sensory handicap.

First and foremost, the Law sets forth a series of general principles for the realisation of the rights of the disabled. The most important principles are:

- the development of scientific, genetic and educational psychology research;
- the prevention, diagnosis and prenatal and early treatment of the handicap;
- timely assistance to be provided by therapeutic and rehabilitation services;
- the provision of information to and cooperation with the family of the disabled person;
- regional decentralisation of the services and assistance provided for prevention, support and rehabilitation.

A series of measures to achieve these general principles is planned and will be carried out on a regional basis, particularly in the areas of prevention, early diagnosis, treatment and rehabilitation.

The Law then outlines actions to promote social

integration, ranging from socio-medical assistance to access to buildings, the right to study, adaptation of the facilities and personnel of the educational, sports and social services, the organisation and support of community housing and socio-rehabilitation centres.

With regard to vocational integration, the integration of the disabled into ordinary vocational training courses must be carried out regionally. Furthermore, the regions must guarantee that disabled students unable to avail themselves of the usual learning methods can also acquire a qualification by means of specific activities. With this aim in mind, the regions must provide subsidies and the requisite facilities. Furthermore, the vocational training centres organise courses for disabled people who are unable to attend normal classes. Special regional registers have been drawn up of organisations, institutions, social cooperatives, labour cooperatives, service cooperatives and voluntary bodies which carry out appropriate activities to promote the vocational integration of the disabled. The regions shall, on the basis of appropriate laws, provide for the regulation of:

- measures to make it easier for disabled individuals to go to their place of work;
- incentives, assistance and subsidies for employers for adaptation of the workplace to enable disabled people to be recruited.

Of primary importance are the provisions which relate to eliminating or overcoming so-called

# **CENTREFOLD**

## **Guiding the unemployed towards the labour market**

### **Introduction**

Public Employment Services in several Member States have found that for certain groups, especially LTUs, it was not sufficient simply to offer vocational training or to place them by means of job creation measures. Some groups were always under-represented amongst the participants in measures, or were highly over-represented amongst the 'drop-outs' from these measures. It was felt, therefore, that there was a need to develop a 'run-up path' comprising preparatory and introductory activities together with more guidance and motivation being provided by the employment services. This led to the development of new types of measures and new initiatives in the way in which regular placement and counselling activities are carried out. Actions may be aimed at difficult-to-place people, such as LTUs, but increasingly they are deployed at an early stage in order to prevent longterm unemployment.

This centrefold provides an overview of this type of action in the six northern Member States of the EC. The next centrefold will provide the same overview for the southern Member States. Local and regional initiatives are not included, with the exception of Belgium. In Ireland at present there are no specific actions aimed at providing counselling and guidance services for LTUs. The (new) Government has announced that it is increasing the number of places for LTUs on the Social Employment Scheme from 14,000 to 30,000 and that it is reviewing the provision of guidance services for LTUs. Jobseekers who are disabled in some way are catered for specially by the National Rehabilitation Board and guidance and counselling services are a very important component of all the services it provides.

The following information is provided for each measure:

- name of the action;
- target group;
- time of intervention;
- whether the initiative is taken by the employment service (ES) or by the unemployed person him- or herself;
- whether participation is compulsory or not;
- a short description of the contents;
- the institution that runs it.

The last page of the centrefold contains a list of abbreviations used.

## BELGIUM

<b>Name</b>	JOBCLUB (cf. BIR B-vii.4)	BACK-TO-WORK (cf. BIR B-vii.2)	SUPERVISION PLAN (cf. Article on p.2 of this issue)
<b>Target group</b>	LTUs	LTUs and recipients of minimum subsistence	Unemployed claiming full UB (under 46) commencing 10th month of unemployment
<b>Time of intervention</b>	After 1 year of unemployment	After 1 year of unemployment	After 9 months of unemployment
<b>Initiative</b>	VDAB, FOREM, ORBEM and unemployed	VDAB and unemployed	VDAB, FOREM and ORBEM
<b>Participation compulsory</b>	No	No	Yes
<b>Contents</b>	To help the unemployed organise their jobsearch activities effectively. In the first 2 weeks, the participants prepare a CV, identify vacancies, practice interview techniques; in the 3rd week, they can discuss with the course supervisor any problems experienced. The participants then continue to look for work on their own. The necessary tools are provided and the course supervisor is on hand to give advice.	The action involves individual guidance and supervision of the unemployed person by a placement counsellor. This phase culminates in a "reintegration protocol" which is then implemented in the 2nd phase of the action. There are various options at this stage: employment in the regular economic circuit, grant-aided employment, provision of training. Supervision continues as long as considered necessary.	The unemployed person concerned is invited to attend an interview; the regional employment office analyses his/her situation and informs him/her about the opportunities for reintegration; the regional office then presents the unemployed person with an individual action plan (may contain measures relating to guidance, vocational training, placement). Refusal to participate in the plan affects entitlement to UB.
<b>Run by</b>	VDAB, FOREM or ORBEM	VDAB	VDAB, FOREM and ORBEM in collaboration with ONEM

## IRELAND

## NETHERLANDS

<b>Name</b>	LABOUR MARKET SEMINARS	YOUTHREACH	REORIENTATION INTERVIEWS (cf. BIR NL-vii.1)
<b>Target group</b>	Unemployed mainly	Unqualified school-leavers (potential LTUs)	LTUs
<b>Time of intervention</b>	Any time at discretion of Employment Office	When young person leaves school	After 3 years of unemployment
<b>Initiative</b>	ES	ES following notification by school	ES and Municipal Social Services
<b>Participation compulsory</b>	Yes for UB claimants	No	Yes (to attend at HOG office)
<b>Contents</b>	One-week seminar providing information about the labour market situation, job application and interview techniques; increasing motivation of participants to use their own initiative and conduct own activities in seeking employment; information about training opportunities including possible aid for taking up vocational training and employment.	Youthreach is a 2-year programme for early school-leavers. During the 1st year trainees receive basic skill training, practical work experience and general education. Training is full-time on a year-round basis. Participants who progress to the 2nd year can go on to a specific skills course, an employment scheme or a community training programme.	To promote the labour market reintegration of people who have been unemployed for 3 years or more through an individual approach (by conducting reorientation interviews) and by drawing up an individual action plan geared to training, orientation, work experience and placement. Ethnic minorities must be unemployed for at least 2 years.
<b>Run by</b>	BA and external specialists	FAS and the Department of Education	Employment Office and Municipal Social Service



**DENMARK****WORK INTRODUCTION COURSES** (cf. BIR DK-vi.5)

Young people, LTUs, unemployed women

-

ES or unemployed

No

Work introduction training for special groups, including young people, LTUs, unemployed women and migrant workers, aimed at improving their ability to adapt to the needs of the labour market.

Training schools for semi-skilled workers

**THE JOB OFFER SCHEME** (cf. BIR DK-i.1)

Unemployed who are members of an unemployment fund

Between 12 and 21 months of unemployment

ES

Yes, otherwise no UB paid

The job offer scheme comprises various activating measures for the unemployed which are all in the form of statutory rights. This means that an unemployed person has a statutory right to an activation offer provided that he/she satisfies objective criteria relating to age, period of unemployment, etc.

Municipal and county authorities

**UNITED KINGDOM****JOBCLUBS** (cf. BIR NL-vii.2)

LTUs

After at least 6 months of unemployment

Unemployed

No

Jobclubs aim to help participants find jobs as quickly as possible by teaching job application techniques and by using all leads which may result in employment. LTUs can participate in a Jobclub, consisting of approx. 15 people with 2 supervisors, one of whom is from the ES. The emphasis is on using one's own initiative.

Employment Office.

**13 WEEK REVIEWS** (cf. BIR UK-vi.6)

All unemployed

After 3 months of unemployment

ES

Yes

UB claimants receive a letter after 11 weeks to remind them of the conditions for receipt of benefit and to explain that their Back to Work Plan will be reviewed on their next attendance at the Jobcentre. Its purpose is to see what further help can be offered to get clients back to work.

ES

**TRAINING OFFER SCHEME** (cf. BIR DK-i.2)

Unemployed (aged 25-50)

After completion of first job offer

ES or unemployed

No

Unemployed people between the age of 25 and 50 who have no vocational training background are entitled - after being unemployed for 12 months - to a training allowance in connection with participation in education/training of their own choice or to a training offer. The training allowance may be paid for a max. period of 2 years.

ES

**JOB SEARCH SEMINARS** (cf. BIR UK-vi.7)

All unemployed

After 3 months of unemployment

ES and unemployed

No

2-day courses (or the part-time equivalent), followed by facilities being made available for a half-day once a week for the following 4 weeks. Aim: to encourage widening of jobsearch activity and improve techniques in looking for work. Members are provided with practical facilities, eg telephones, stamps and stationery.

ES staff or external agencies

**GERMANY****GROUP INFORMATION SESSIONS**

Unemployed and employed job-seekers

Any time at discretion of Employment Office

ES or participant

No

Information sessions organised at short notice with several participants with a limited amount of time dedicated to each subject, providing information for the unemployed about jobsearch and job application techniques and about the necessity of and opportunities in vocational training; increasing motivation to take up employment or participate in vocational training measures relating to specific economic sectors.

BA and external specialists

**JOB REVIEW WORKSHOPS** (cf. BIR UK-vi.8)

Those unlikely to return to their previous type of job.

After 3 months of unemployment

ES and unemployed

No

Participants work in groups of around 12 people in workshops which last 2 days. They undertake a personal audit of skills, qualifications and experience. They use advanced interactive computerised guidance systems for professional advice. Participants also draw up an action plan.

External agencies

## UNITED KINGDOM

<b>Name</b>	RESTART INTERVIEWS (cf. BIR UK-vi.9)	JOBCLUB (cf. BIR UK-vi.12)
<b>Target group</b>	LTUs	LTUs
<b>Time of intervention</b>	After 6 months of unemployment	After 6 months of unemployment or sooner if in a priority group*
<b>Initiative</b>	ES	Unemployed and ES
<b>Participation compulsory</b>	No	No
<b>Contents</b>	Everyone who has been unemployed for 6 months or more is guaranteed an in-depth interview with a Claimant Adviser every 6 months. Through Restart, the ES offers places on Employment Training, Enterprise Allowance, Job Interview Guarantee, Employment Action or Jobclub.	Jobclubs are run by Jobclub Leaders who provide 8 half-day training sessions over a 2-week period. The training sessions are designed to increase motivation, introduce a range of jobsearch techniques, and improve performance at interviews. Members are provided with practical facilities and are expected to follow up 10 job leads per day until they obtain work.
<b>Run by</b>	ES - Claimant Advisers	ES or external providers

## ABBREVIATIONS AND NOTES USED IN THE CENTREFOLD:

<b>BA</b>	<i>Bundesanstalt für Arbeit</i> (Federal Employment Service)
<b>ED</b>	Employment Department
<b>ES</b>	Employment Service
<b>FAS</b>	Training and Employment Authority
<b>FOREM</b>	<i>Office communautaire et régional de la formation professionnelle et de l'emploi</i> (Community and Regional Vocational Training and Employment Service)
<b>HOG</b>	<i>Heroriënteringsgesprekken</i> (Reorientation interviews)
<b>LTUs</b>	the long-term unemployed
<b>ONEM</b>	<i>Office nationale de l'emploi</i> (National Employment Office)
<b>ORBEM</b>	<i>Office régional bruxellois de l'emploi</i> (Brussels Regional Employment Office)
<b>UB</b>	Unemployment Benefits
<b>VDAB</b>	<i>Vlaamse dienst voor arbeidsbemiddeling en beroepsopleiding</i> (Flemish Office of Employment and Vocational Training)

<b>Name</b>	JOB INTERVIEW GUARANTEE (cf. BIR UK-vi.11)	RESTART COURSES (cf. BIR UK-vi.13)
<b>Target group</b>	LTUs	LTUs
<b>Time of intervention</b>	After 6 months of unemployment or sooner if in a priority group*	After 2 years of unemployment + refused/failed to take up place on ED programme
<b>Initiative</b>	ES	ES
<b>Participation compulsory</b>	No	Yes, subject to conditions above
<b>Contents</b>	To help LTUs into jobs by obtaining employers' agreement to guarantee a job interview in return for enhanced services from the ES. The initiative achieves its aim through a range of services offered to employers.	Restart Courses usually last for 1 week (or the part-time equivalent) and are for adults who have been out of work for a long time and who may have lost touch with the labour market. During the course, participants look at their strengths and skills and decide on the kind of work they would like to do. They are given advice about the options open to them locally. Each participant draws up an individual action plan.
<b>Run by</b>	ES and employers	External agencies.

\* Priority groups include people with disabilities, ex-offenders and those who have completed an employment or training scheme but have not yet found work.

## SPECIAL CATEGORIES OF WORKERS

“architectural barriers” and which provide for fines of up to LIT 50 million and suspension, for up to six months, from the respective professional registers of the designer, the chief engineer, the person in charge of technical matters and the inspector of public and private buildings open to the public that have been constructed in such a way that it is impossible for disabled persons to make use of them.

Further Articles of the Law provide for regulation regarding transport, facilities for vehicles

for the disabled, the exercise of the right to vote, the supply of accommodation, tax relief on medical expenses and on specific assistance.

To enable the aforementioned tasks to be achieved, a special National Committee on Policies for the Disabled has been set up. The Ministers for Social Affairs, the Interior, the Treasury, Education, Health and Labour as well as regional and municipal representatives, trade unionists and experts on the subject of disablement sit on this Committee.

## Netherlands

### Better job opportunities for ethnic minorities

The use of 100 extra staff to conduct reorientation interviews (*HOGs*; cf. BIR Netherlands, NL-vii.1) with long-term unemployed from ethnic minorities has improved their opportunities on the labour market. Some 30% of the interviewees have jobs, 15% have had jobs and 40% are currently undergoing training or are of the opinion that their chances on the labour market are better than before the interviews. These are the conclusions of an evaluation study of the Scheme for the Integration of Ethnic Minorities into Working Life, better known as *HOG-100*.

*HOG-100* started up on 1.1.90 and involves the deployment of 100 extra staff in local authorities, employment offices and supporting institutions in 18 local authorities. The aim is to be more effective in reaching people from ethnic minorities who have been unemployed for longer than two years, to conduct reorientation interviews with them and to supervise them more closely in their (re-)entry into the labour market. *HOG-100* is a job creation scheme and was set up at the initiative of the Union of Netherlands Municipalities, the Ministry of Welfare, Health and Cultural Affairs and the Ministry of Social Affairs and Employment.

It also emerges that as a result of the scheme considerably more long-term unemployed from ethnic minorities have had a reorientation interview and have been provided with an action plan for re-entering the labour market. Of the group taking part in a reorientation interview, 70% had been unemployed for more than 2 years and 54% for more than 3 years. The scheme reached a relatively low number of extremely long-term unemployed, people with few qualifications, elderly people and Turkish and Moroccan women.

The fact that the extra personnel themselves are also of similar ethnic origin had the effect of

making the scheme more accessible. This substantially increased the flow of people from ethnic minorities to organisations associated with the employment service.

One positive side effect of the scheme is the growing number of spontaneous applicants. This group has proved in general to be better educated and more motivated to improve their chances on the labour market than the clients who were approached.

An action plan has been drawn up for 77% of the participants in the reorientation interviews. Fewer action plans were prepared for people over the age of 46, people unemployed for more than 5 years, and for those with few qualifications. Of the participants with action plans, 46% were referred to training programmes. For 10% the plans involved work experience and for 30%, assistance in finding employment. There were also referrals to jobclubs (6%) (cf. BIR, NL-vii.2) and labour pools (4%) (cf. BIR, NL-vi.1). One striking feature is that 30% of those referred for training did not take it up. Nearly half of this group saw no point in it or considered the training too difficult.

# STRUCTURAL CHANGES

## Portugal

### **New organisational structure of the IEFP**

In view of the changes observed over the past few years on the labour and vocational training markets and the resulting increase in the tasks and responsibilities of the Institute for Employment and Vocational Training (*IEFP*), it was necessary to carry out an internal reorganisation of the services. With this aim in mind, legislation has been approved (Decree 728-A/92 of 20.7.92) which formalises the new organisational structure of the services, with effect from July 1992, and thereby abolishes the previous structure which dated back to 1986.

Besides defining the basic principles of the organisation and operation of the services, the process of reorganisation (at central, regional and local level) has been governed by the requirement to decentralise and delegate executive powers to the more operations-oriented services.

It should also be stressed that, as a result of the present restructuring process, there is much profit to be gained from making full use of human resources if emphasis is placed on providing further training to enable staff to adapt to new requirements.

## MISCELLANEOUS

## Belgium

### **Child labour**

The aim of the Law of 5.8.92 on child labour (*Moniteur belge* of 28.8.92) is to regulate the employment of children more strictly. This has been rendered necessary by changes in the world of show business, cinema and television over the past few years and by the discrepancies between existing measures and international standards in this area.

### **Definition**

The Law defines a "child" as any minor under 15 years of age or still in compulsory full-time education until the age of 16 or 15 if, at that moment, the young person concerned has already completed the first two years of secondary education.

### **General principle**

It is prohibited to make or let children work or to make or let them carry out an activity which is beyond the scope of their education or training.

In all cases, it is prohibited to make or let a child carry out an activity which may have a negative effect on his or her educational, intellectual or social development, which may jeopardise his or her physical, mental or moral welfare or which may be detrimental to his or her well-being.

### **Individual dispensation**

Individual dispensation from the ban to make or let children carry out activities may only be granted to enable children to participate as:

- actors, extras, singers, musicians or dancers in events of a cultural, scientific, educational or artistic nature;
- actors, extras, singers, musicians, models at filming or sound recording sessions or for live broadcasts for radio or television, whether for advertising purposes or not;
- extras or models in photo sessions, whether for advertising purposes or not;
- extras or models in fashion shows and in presentations of collections of clothes.

Individual dispensation is only granted for a limited period and for a specified activity.

The person who applies for individual dispensation must undertake to ensure that the performance of the activity for which dispensation is claimed has no negative effect on the educational, intellectual or social development of the child, does not jeopardise his or her physical, mental or moral welfare and is not in any way detrimental to his or her well-being. In addition, the father, mother or legal guardian must have given his or her prior written consent to the activity in question.

In the case of individual dispensation, the competent official may stipulate additional specific conditions for carrying out the authorised activity.



ty. These additional specific conditions relate to the child being accompanied during these activities, absence from school, obtaining the requisite insurance, etc.

A Royal Decree shall lay down the procedure to be followed to obtain individual dispensation and shall nominate the officials competent to grant it.

### **Working conditions**

These vary according to the age of the child:

- for a child aged 6 or younger, individual dispensation is only granted when the activities are carried out between 8 a.m. and 7 p.m.;
- for a child aged between 7 and 12, individual dispensation is only granted when the activities are carried out between 8 a.m. and 10 p.m.;
- for a child aged between 12 and 15 or who is still in compulsory full-time education, individual dispensation is only granted when the activities are carried out between 8 a.m. and 11 p.m.

Within the limits set above, a Royal Decree may determine the conditions and terms under which the authorised activity is carried out, particularly with regard to:

- the time at which the activity begins and ends;
- the duration and frequency of the activity;
- break periods.

### **Payment**

Payment in cash to the child must be deposited by the applicant for individual dispensation in a personal savings account opened in the child's name at a financial institution. The interest is capitalised. No other method of payment is valid. Only the holder of the personal savings account may use the account. However, a Royal Decree shall determine the circumstances, conditions and terms under which the father, mother or legal guardian may make withdrawals from this personal account in the interests of the child.

## **Belgium**

### **Sexual harassment at work**

The fight against sexual harassment at work has gained a new legislative ally. The Royal Decree of 18.9.92 regulating the protection of workers against sexual harassment at work (*Moniteur belge* of 7.10.92) obliges employers to mention in company regulations the measures laid down by Decree to prevent any act of sexual harassment.

These measures comprise, firstly, a statement of

## **MISCELLANEOUS**

In order to safeguard the child, payment is defined not only as cash or advantages which can be assessed in terms of cash to which the child is entitled or which the child receives in accordance with the provisions of the law, but also as cash or advantages which can be assessed in terms of cash to which the child is entitled or which the child receives in breach of the provisions of the law.

### **Penalties**

New penalties have been provided for to cover the amendments made to the regulation of child labour. Furthermore, provision has been made for stiffer penalties for parents as well as for anyone other than the father, mother or legal guardian who makes children work under conditions and limits which contravene those laid down by the law. These penalties are intended for agents, managers, impresarios and other intermediaries.

The law also provides for administrative fines.

### **Advisory Board**

A child labour Advisory Board has been set up within the Ministry of Employment and Labour. In addition to employers' and employees' representatives from sectors in which children may carry out activities, experts in psychology and educational methods sit on the Board.

The tasks of the Board are:

- to give advice or make proposals concerning the general problems of child labour;
- to offer advice to the competent official when the application is examined and when steps are taken to monitor that the individual dispensation granted is being observed;
- to collect documents relating to child labour;
- to coordinate, monitor and conduct an evaluation of the research carried out in the field of child labour;
- to compile an annual report on its activities and on the implementation of the legislation on child labour.

principle according to which sexual harassment at work cannot be permitted or tolerated. Furthermore, a trustworthy individual or section responsible for providing the necessary assistance and support to victims must be nominated. A procedure for dealing with complaints must also be established specifying the person to whom the complaint should be submitted. It must be guaranteed that the internal inquiry will be handled in confidence and conducted tactfully and quickly and that no steps will be taken against the plaintiff. Finally, it is the

## MISCELLANEOUS

responsibility of the employer to fix any penalty which might be inflicted on the person responsible for the act of sexual harassment.

The Decree defines sexual harassment as any form of verbal, non-verbal or physical behaviour of a sexual nature, where the person guilty of such behaviour knows or should know that it

affects the dignity of women or men in the workplace.

The Decree came into effect on 1.11.92 and within three months of its publication the employer must propose a plan to adapt company regulations to the measures mentioned above.

## Netherlands

### Job prospects for school-leavers

The chances of school-leavers finding work within a reasonable period of time vary considerably. Those without any secondary school qualifications have most difficulty in finding a job. Those who have completed vocational training (Secondary Vocational Education (*MBO*), Higher Vocational Education (*HBO*), university studies (*WO*) or the apprenticeship system) for technical or medical/caring professions have the best chance of finding work.

The position of school-leavers on the labour market has substantially improved over the past few years. In 1992 there were about 225,000 school-leavers. Demand is roughly estimated to be between 250,000 and 260,000. In 1990 and 1991, demand also outstripped supply. Nevertheless, on average, unemployment among school-leavers is still about twice as high (about 15%) as the total unemployment rate. For the vast majority, however, this so-called 'entry unemployment' is relatively short-lived. Around 50% find work within 3 months, over 70%, within 6 months and some 90%, within a year. It is estimated that within two years 98% of school-leavers have found a job.

A survey reveals in which sectors school-leavers find employment. The majority (27%) find employment in the public sector (civil service, education, health care, social services). Trade and the catering industry offer another 25% of school-leavers jobs, industry accounts for 20% and business services, 13%. About 7% find work in the building trade and with installation firms.

No qualifications still means a weak position on the labour market. In a similarly weak position are school-leavers who look for a job directly after finishing general secondary education or after a few years of uncompleted general or vocational secondary education. School-leavers with a Lower Secondary Vocational Education (*LBO*) qualification have reasonable prospects. The best results are achieved by those with *MBO*, *HBO* or *WO* qualifications.

The greatest demand is for people with technical training and qualifications at all levels for occupations related to ports, transport and communication. There is also a need for nursing staff and others who care for the sick educated to *MBO* or *HBO* level, as well as for (para)medical personnel educated to *MBO* or *WO* level and those with *HBO* or *WO* qualifications in the economic-administrative field. On an intermediate level, the apprentice training system offers excellent prospects, particularly in installation work, construction, electrical engineering, metalworking, agriculture, market gardening, trade, catering, road transport and in the butcher trade and painting and decorating business.

Position on the labour market is not only determined by the level and type of education, however. Other factors that affect finding employment are age, ethnic background and the part of the country where work is being sought. The time it takes to find a job increases with age while ethnic minorities take considerably longer to find a job than their Dutch counterparts.

## Netherlands

### Employment offices doing well

During the first six months of 1992 the employment offices achieved generally better results compared with the same period in 1991. In the

first half of the year 20% more vacancies were filled. Another notable feature is the substantial growth in the number of people from ethnic minorities and women who were placed.

During the period in question, the employment offices filled nearly 72,000 vacancies (somewhat more than 60,000 in 1991). Almost 16,000 of these were filled by the long-term unemployed, well over 7,500 by people from ethnic minorities, 26,000 by women and 30,500 by young people. In comparison with the first half of 1991 the number of people from ethnic minorities placed rose by 70% and the number of women, by near-

ly 30%. The employment offices also found work for more long-term unemployed and young people. Figures for the first half of 1992 also reveal that the employment offices registered 436,500 jobseekers and removed almost 395,000 names from the register. By the end of the period under review there were just under 783,000 registered jobseekers.

## United Kingdom

### Special conferences in the UK

A conference on "Skills for Europe 1993 and beyond" was held on 23 and 24 September in London as part of the programme of special events that took place during the UK's Presidency of the European Community. The conference, staged by the Employment Department with support from the European Commission, was accompanied by a showcase on flexible learning. The aim of the event was to demonstrate best practice in the field of training and qualifications, in view of the growing need for a high quality workforce.

The opening address at the conference was given by the UK Secretary of State for Employment, who stressed that "investing in people, not just at the outset of their working lives, but throughout their careers, must be the rock on which our Single Market is built". Speakers from the UK, the Commission and other Member States promoted different models of good practice and Community-wide programmes and initiatives. Workshop discussions on the second day of the conference expanded on these themes.

The conference attracted over 400 delegates, 300 of whom had been targeted by the organisers as key decision-makers. All EC Member States were represented apart from Luxembourg, with simultaneous interpreting available into and out of English, French and German.

Those present included representatives of the European Commission and of the committees running various Community training programmes. The Advisory Committee on Vocational Training and the Directors General of Vocational Training were represented, as were trades unions and employers' associations from the UK and other Member States. A number of London-based Labour Attachés from the other Member States attended, and some specialist bodies from the UK were also represented, including Training and Enterprise Councils (TECs), the Equal Opportunities Commission

and the Commission for Racial Equality. A conference report will be made available throughout the Community, to support and reinforce the aims of the event.

The Employment Service staged a conference on "The Changing Role for Public Employment Services in the 1990s" in Manchester, England, from 30 September to 2 October. The aim of the conference was to look at the changing role for public employment services in promoting efficiency and flexibility in the European labour market of the 1990s. It examined ways of meeting new needs, focussing on developments in the quality of services. It also considered methods of ensuring that objectives are met, through performance measurement and management, and through the evaluation of policies and programmes. Other topics discussed include industrial restructuring; groups disadvantaged in the labour market, including the long-term unemployed; and improving advisory and counselling services.

The conference organisers aimed to bring together senior managers from EC public employment services and representatives of employment services from elsewhere in Europe: over half the 100 delegates came from other EC Member States, EFTA countries and Eastern Europe, rather than from the UK.

The Informal Meeting of EC Employment and Social Affairs Ministers was held in Chepstow, Wales, from 12-13 October. The subjects of employment and unemployment were discussed, with the participation of the Presidents and General Secretaries of the Union of Industrial and Employers' Confederations of Europe (UNICE) and the European Trade Union Confederation (ETUC). The following subjects were also discussed: implementation and enforcement of existing EC Directives, subsidiarity, and the draft Pregnant Workers Directive.

### **Rough currency conversion rates**

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

Belgium	BFR	40.2
Denmark	DKR	7.57
Germany	DM	1.96
Greece	DRA	260
Spain	PTA	139
France	FF	6.67
Ireland	IRL	0.74
Italy	LIT	1,787
Luxembourg	LFR	40.2
Netherlands	HFL	2.20
Portugal	ESC	178
United Kingdom	UKL	0.80







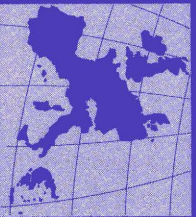
# MISEP INFORMATION

The "Policies" bulletin (abbreviated to "Po"; formerly inforMISEP - iM up to and including issue no. 35) is compiled on the basis of information provided by national correspondents. It is published in English, French and German.

## CORRESPONDENTS

<b>Belgium</b>	Joseph Remy Ministère de l'Emploi et du Travail
<b>Denmark</b>	Karen Thrysoe Arbejdsministeriet
<b>Germany</b>	Jochen Jahn Bundesministerium für Arbeit und Sozialordnung Detlef Hein Bundesanstalt für Arbeit
<b>Greece</b>	Dimitra Gana Ministry of Labour
<b>Spain</b>	Delmira Paz Seara Soto Ministerio de Trabajo y Seguridad Social
<b>France</b>	Henri Roux Ministère de l'Emploi Claudine Elhaïk Agence Nationale pour l'Emploi
<b>Ireland</b>	Fergus McCafferty Department of Labour
<b>Italy</b>	Anastasia Giuffrida Ministero del Lavoro e della Previdenza Sociale
<b>Luxembourg</b>	Jean Hoffmann Administration de l'Emploi
<b>Netherlands</b>	Chris Smolders Arbeidsvoorzieningsorganisatie
<b>Portugal</b>	Victor Viegas Ministério do Emprego e da Segurança Social
<b>United Kingdom</b>	Jeanie Cruickshank Department of Employment
<b>European Commission</b>	Panayotis Sigonis DG V/B/1
<b>MISEP Secretariat</b>	Marjolein Peters Servaas van der Avoort Maira Bluer Eva Bodor Nathalie Meyer

**Institute for Policy Research**  
P.O. Box 985  
2300 AZ Leiden  
Netherlands  
tel: (31) 71 / 25 37 37  
fax: (31) 71 / 25 37 02



## Policies

Series produced from the  
**MISEP** network

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

### Policies

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

### Trends

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

### Research

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

### Central and Eastern Europe

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

### East Germany

The aim of the series on "East Germany" is to present analytical and up-to-date information on the transformation process and its implications for the labour market in that part of the former Eastern Bloc which has already become a part of the European Community: the new German Federal States (*Länder*). The publication is addressed to persons and institutions in Western, Central and Eastern Europe who have an interest in the transformation process from a planned economy to a market economy. This newsletter is published every two months in German, English and French.