

# DOCUMENT

## **MISEP MUTUAL INFORMATION SYSTEM ON EMPLOYMENT POLICIES**

**IRELAND**  
Basic Information Report



**COMMISSION  
OF THE EUROPEAN COMMUNITIES**

This document has been prepared for use within the Commission. It does not necessarily represent the Commission's official position.

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Commission of the European Communities

**M.I.S.E.P.**

**- Mutual Information System on Employment Policies -**

**IRELAND**

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# MISEP

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).

The system operates with a network of correspondents from the departments responsible for employment policy in the Member States and a centralised secretariat under the overall responsibility of the Commission.

It was set up by the Commission in response to the desire expressed by Member States' delegations in the Council to be mutually informed on developments in national employment policy measures and structure. The objective of the system is defined as "to gather, synthesise, translate and disseminate relevant information in the Member States, serving each of the responsible national ministries and agencies in their daily decision-making, and aiding the Commission in its co-ordinating role at Community level".

The "Basic Information Reports" describe the structure and content of employment policy in each Member State. All these reports follow the same structure and contain the same basic information which is essential to an understanding of the way employment policy is conceived and operated.

The material contained in the Basic Information Reports has been provided by the national correspondents and is correct as at 1 March 1983. It is intended as a guide and an explanation of national policy measures in force at that date and is not as a substitute for the corresponding legal texts. It is designed to describe the policies and practice in Member States without value judgements either on the part of the Commission or the national correspondents.

While these reports will be updated periodically, further information and regular updating of measures are published in "InforMISEP", and reproduced in "Social Europe".

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## Chapter I : INSTITUTIONS

The five bodies described in this chapter contribute to employment policy and its implementation in Ireland.

- A. Department of Labour.
- B. NMS - National Manpower Service.
- C. AnCO - The Industrial Training Authority.
- D. CERT - Council for Education, Recruitment and Training for the Hotel, Catering and Tourism Industries.
- E. YEA - Youth Employment Agency.

## A. DEPARTMENT OF LABOUR

### **1.1. Legal status and constitutional competence**

The Department of Labour is one of the main Government Departments dealing with social legislation and its aim is to facilitate and contribute to social, economic and technological progress through the development of appropriate policies and programmes relating to 2. following.

### **1.2. Decision-making bodies and decision-making procedures**

The Minister for Labour is the head of the Department and has overall responsibility for all the functions of the Department of Labour which embrace manpower policy (including a placement service and youth affairs), conditions of employment (both from the social and safety point of view) and industrial relations.

#### **Manpower policy**

The aim of manpower policy is to promote the effective and efficient day-to-day operation of the labour market and to seek to ensure whatever adjustments are necessary to reconcile labour supply and demand.

In this area the National Manpower Service administers a variety of functions viz, placement and guidance, careers information, and a number of employment related incentives schemes. The Department of Labour also administers a Redundancy Payments Scheme. Under the heading of Youth Affairs a scheme for the provision of recreational facilities is also administered.

Programmes of vocational training and retraining of workers are operated by two organisations under the aegis of the Department of Labour - AnCO and CERT (described below).

The Department of Labour is the central processing agency for all applications to the European Social Fund for grant assistance towards the cost of training, retraining and resettlement of workers.

#### **Conditions of employment**

The objective of this area is to promote the safety, health and welfare of workers and to encourage and influence improvements in conditions of employment and in the work environment generally. A wide range of regulations in the area of worker protection falls within the responsibility of the Department of Labour. The measures cover the terms of employment (including holiday pay, terms of employment, procedure for dismissal, etc.) of the vast majority of the workforce. In addition legislation exists which covers standards of occupational safety, health and welfare. Measures dealing with equality of treatment of workers applying for, and in employment are also within the competence of the Department of Labour.

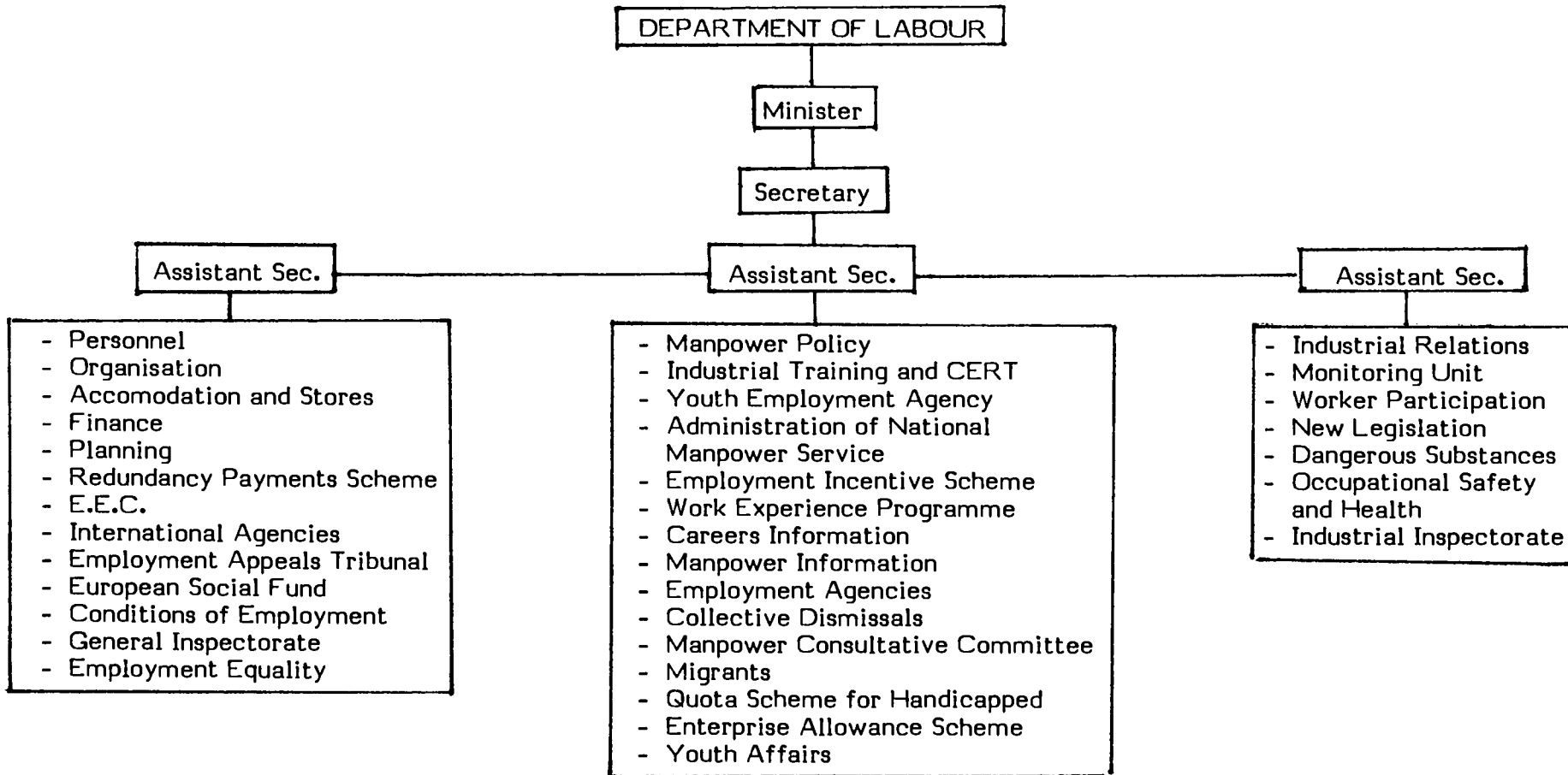
There is a section of the Department also which deals solely with the formulation of new legislation in the employment field.

#### **Industrial Relations**

The Department of Labour is the main Government Department responsible for Industrial Relations. In addition to administering industrial relations and trade union law, any new policies in regard to the industrial relations field are formulated in the Department of Labour. A Monitoring Unit in the Department monitors developments in industrial dispute situations.

The Department of Labour provides for the staffing requirements of the Labour Court which is the main industrial relations forum in the country.

### 1.3. Diagram of the Organisation and description of the existing services



Bodies associated with the Department of Labour (for staffing and finance)

- (1) Labour Court
- (2) Employer Labour Conference
- (3) Rights Commissioner Service
- (4) Employment Equality Agency
- (5) Employment Appeals Tribunal
- (6) Levy Appeals Tribunal
- (7) National Industrial Safety

#### **1.4. Number of personnel**

The Department of Labour currently employs 860 persons. Of these 460 are employed in the Manpower Division, 130 in the area of conditions of employment (including health and safety) and 70 in the Industrial Relations area (including the Labour Court). The balance are employed in Personnel, Planning areas and in Liaison Sections for International Agencies.

#### **1.5. Operational budget**

The overall estimate for the year 1984 for the Department of Labour is IR£ 109,9m. This estimate includes the salary costs etc. of administering the placement and guidance service, industrial relations legislations, health and safety laws and employment and training schemes. Specific allocations have been made in the estimates for payments of grants to various organisations and for the promotion of employment and training schemes.

These include:

Employment Incentive Scheme	IR£ 3m
Enterprise Allowance Scheme	IR£ 0.6m
Recreational Facilities Scheme	IR£ 1.2m

#### **Training Services**

Grants-in-aid to AnCO (The Industrial Training Authority)	IR£ 10.3m
Council for Education, Recruitment and Training (Hotel and Catering Industries)	IR£ 0.32m

#### **Special Employment and Training Programmes for Youth**

Grant-in-aid to Youth Employment Agency	IR£ 84m
Grants to Youth Organisations (Development Officers Scheme)	IR£ .35m
Grant-in-aid to Youth Organisations	IR£ 1.75m

Grants are made available to organisations such as the National Industrial Safety Organisation in the health and safety area and similarly in the industrial relations area to the College of Industrial Relations and the Irish Congress of Trade Unions.

#### **1.6. Co-operation and co-ordination with other bodies**

The Department is in contact with many bodies as mentioned in para. 3 above and also with the Irish Congress of Trade Unions (ICTU), the Federated Union of Employers (FUE) and with youth voluntary organisations.

### **1.7. International Contacts**

The Department of Labour is involved in the formulation of social and employment policy measures in the European Community and formulates and transmits to the European Commission all Irish applications for assistance and claims for payment from the European Social Fund. The Department also engages in the promotion of employment standards set by the International Labour Organisation as well as in the work of the Council of Europe mainly in connection with the European Social Charter which guarantees social and economic rights.

In the area of the OECD the Department participates actively in the work of the Manpower and Social Affairs Committee of the OECD and its Working Parties dealing with Employment and Industrial Relations. The Department also acts for Ireland in the OECD Co-operative Action Programme on Local Initiatives for Employment Creation which was launched in July, 1982 and is planned to last for three years.

## B. NMS - NATIONAL MANPOWER SERVICE

### **1.1. Legal status and constitutional competence**

A free public employment service has existed in Ireland since 1909. It operated through a network of Employment Exchanges situated at strategic points throughout the country. The Exchanges were also responsible for the payment of unemployment benefit and in time this became their major function. With the development of an active manpower policy in Ireland, the Minister for Labour commissioned an independent organisation to carry out a detailed study of the effectiveness of the employment service as provided by the Employment Exchanges. On the basis of the report provided by the consultants the Government decided that:

- (1) placement and career guidance should, in as far as is practicable, be divorced from the benefit paying functions of the Employment Exchanges and should, where necessary, be located in separate offices staffed by specialists;
- (2) jobs as placement and career guidance officers should be open to non-civil servants as well as to civil servants. This policy was to attract staff with knowledge and experience of employment conditions in industry and commerce or with other appropriate qualifications.

A new service - the National Manpower Service - was established in 1971 to implement the Government decision.

### **1.2. Decision-making bodies and decision-making procedures**

The National Manpower Service forms part of the Department of Labour of which the Minister for Labour is the political head.

It is organised on a national basis in eight regions. The day-to-day administration of the Service is the responsibility of a Headquarters Director and 8 Regional Directors located throughout the country.

### 1.3. Organisation chart and description of the main functions of existing services

#### Department of Labour

#### Directorate of National Manpower Service

#### Duties: Administration and Development of the Manpower Service

#### Areas of Responsibility

#### Section under Directors Control

Administration of the Manpower Service  
Psychological Service  
Development Section  
Work Experience Programme  
Enterprise Allowance Scheme

8 Regional Offices under control of 8 Regional Directors.  
Administration of the national employment service and operation of certain schemes aimed at the alleviation of unemployment

37 Local Offices  
Staffed by Placement Officers and Guidance Officers

68 Clinics Serviced  
by Local Offices

The **broad functions** of the National Manpower Service are to place jobseekers in the employment best suited to their abilities and inclinations, and to secure for employers the workers best suited to the needs of the work on offer. The Service collects detailed information on, and provides forecasts of, the supply and demand for manpower at local, regional and national level. The National Manpower Service also directly administers certain schemes aimed at the alleviation of unemployment i.e. Work Experience Programme, the Employment Incentive Scheme and the Enterprise Allowance Scheme (see chapter IV - Measures, for details of these Schemes).

The Service also operates a specialist Occupational Guidance Service for persons who may have difficulty in obtaining or changing jobs. There are thirteen Occupational Guidance Officers in the Service.

The Guidance Service provides specialist advice and guidance to jobseekers with problems of occupational choice and assists them to come to informed decisions about the choice of career. A jobseeker who registers with the NMS is referred to the Guidance Service by the Placement Service if it is felt that he/she would benefit from occupational guidance.



#### **1.4. Number of personnel**

The National Manpower Service has 82 staff members serving at Headquarters (Department of Labour) and 307 field staff (Placement/Guidance Officers and Clerical Personnel).

#### **1.5. Budget**

The running costs of the NMS are met from the Department of Labour budget. The administrative cost of the Service, including staff who work directly to the National Director, is estimated at about:

IR£ 1.51m for 1978

IR£ 2.02m for 1979

IR£ 2.51m for 1980

IR£ 2.94m for 1981

IR£ 3.60m for 1982

IR£ 4.00m for 1983

#### **1.6. Co-operation/Co-ordination with other bodies**

As an integral part of the Department of Labour, the National Manpower Service is closely involved in the development of Government employment policies. It maintains a close working relationship with employer and worker organisations, with educational and training authorities and with the State agencies and other bodies involved in industrial and economic development.

The NMS, through its participation in the work of the Manpower Consultative Committee (MCC - see chapter V), co-ordinates its national objectives and programmes with the other departments and agencies involved in manpower policy in Ireland. The MCC has also established regional manpower committees on similar lines to the MCC. These committees afford an opportunity for regional co-ordination and co-operation.

There is a great deal of day-to-day co-operation at local level between the local officers of the NMS and the other agencies involved in employment and training matters e.g. the Industrial Development Authority, AnCO - the Industrial Training Authority, the Irish Management Institute and CERT - Council for Education Recruitment and Training.

#### **1.7. International contacts**

The National Manpower Service co-operates with international organisations i.e. ILO, OECD, Council of Europe and EEC.

The Director has responsibility for the operation of the **SEDOC** system: under the provisions of the Treaty of Rome, all EEC citizens have equal rights in employment matters; they have the right to move freely between member states and to take up employment without the need for work permits. To facilitate this free movement, a liaison exists between the Manpower Services of all member states, and information is exchanged regularly about applicants seeking to move, and vacancies which cannot be filled locally. This European Vacancy Clearance System, or SEDOC, is administered in Ireland by the NMS. Any person wishing to work elsewhere in the EEC may complete a SEDOC form, available at all NMS offices, details of which will be circulated within ten days. Vacancies which cannot be filled locally are also circulated and submissions to employers are made using the original application forms. Due to the very high level of unemployment throughout Europe at present, the number of placements has decreased while the number of applicants remains high (about 100 per month on average).

The Director also attends meetings of EEC Directors of National Employment Services.

## C. AnCO - THE INDUSTRIAL TRAINING AUTHORITY

### **1.1. Legal status and constitutional competence**

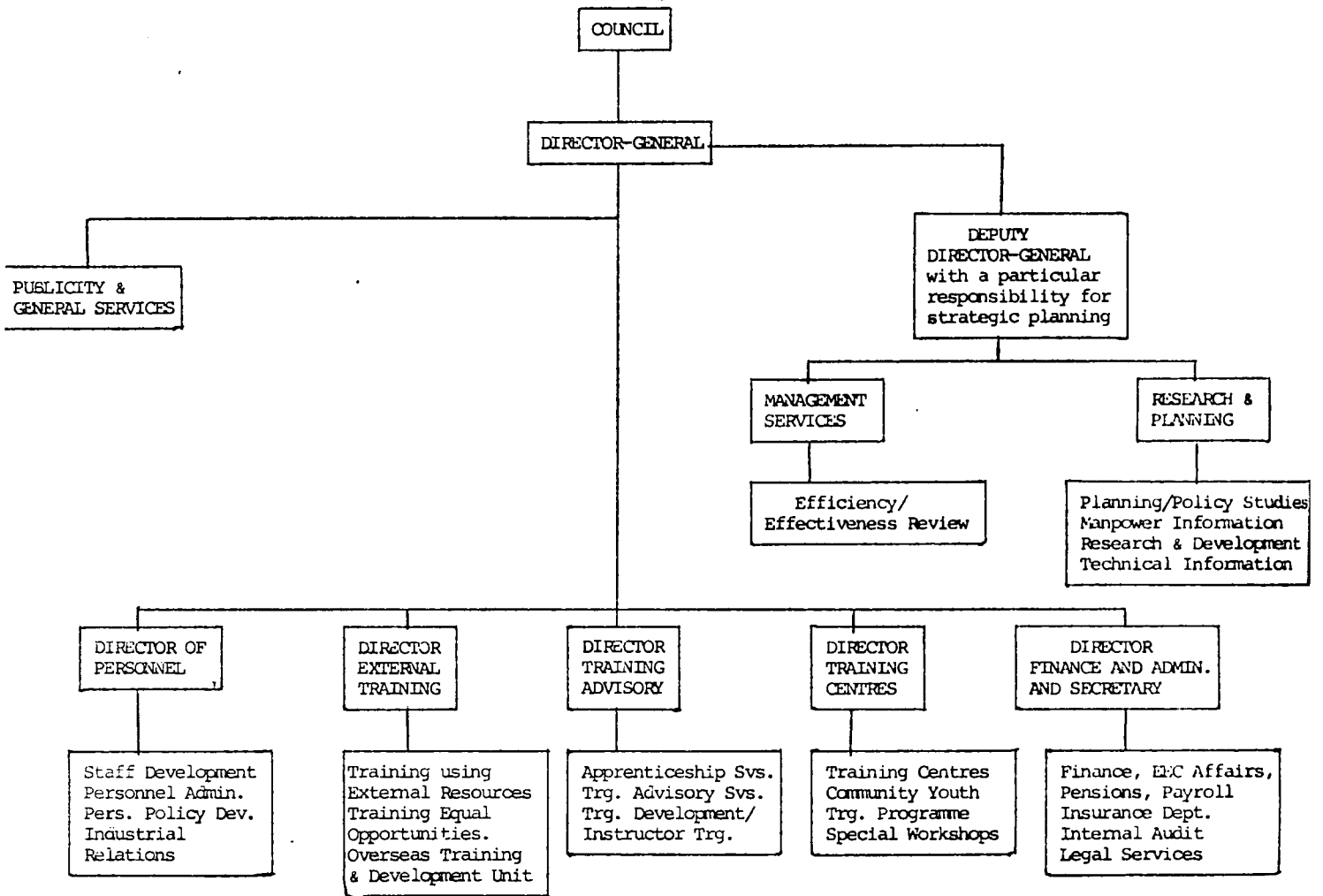
AnCO - The Industrial Training Authority, established under the Industrial Training Act (1967), has the following general functions:

- (a) to provide for the training of persons for the purposes of any activity of industry or the service sector (excluding professions);
- (b) to promote, facilitate, encourage, assist, co-ordinate and develop the provision of training by such means as it considers necessary or desirable.

### **1.2. Decision-making bodies and decision-making procedures**

AnCO is under the direction of a Council made up of representatives of employers' organisations, trade unions and Government. The Chairman is appointed by the Minister for Labour. There are five employer representatives, five trade union representatives, one educational representative and two representatives of the Minister for Labour. The Council's term of office is 5 years. The Council is assisted and advised by seven Industrial Training Committees, each representatives of the appropriate employer, worker and educational interests. Each has its own independent chairman and is responsible for its own particular industrial sector. The day-to-day operations of AnCO are under the control of the Director-General, appointed by the Minister for Labour.

1.3. Organisation chart and description of the main functions of the existing services (as at April 1983)



#### 1.4. Personnel

The number of personnel employed in each division on 31st March, 1983 was:

Training Centres Division	1,343
Training Advisory Division	339
Financial and Admin Services	183
Personnel Division	67
External Training	40
Research and Planning	32
Management Services	5
Directorate	4
	<hr/>
Total	<u>2,013</u>

#### 1.5. Budget

AnCO is funded through monies voted by the Parliament to the Department of Labour along with grants from the European Social Fund. Its total budget for non-capital expenditure in 1984 will be IR£ 99m approx. it is also expected to operate on a capital budget of some IR£ 6m in 1984.

#### 1.6. Co-operation/Co-ordination with other bodies

AnCO policy is co-ordinated with that of other Government departments and agencies through normal Government machinery. AnCO is on the Manpower Consultative Committee and its various sub-committees and regional committees which advise the Minister for Labour on matters relating to manpower, training and employment. There is particular co-operation between AnCO and the Industrial Development Authority, the Departments of Education and the various educational agencies (vocational education schools, regional technical colleges), the National Manpower Service, and regional and county development organisations.

#### 1.7. International Contacts

As a major contributor to AnCO's funding, there is a great deal of contact between AnCO and the EEC, in particular with the European Social Fund. As the national vocational training organisation, AnCO is involved in many of the projects undertaken by the European Centre for the Development of Vocational Training (CEDEFOP). Over the years AnCO has also developed many useful contacts with training, educational and labour market bodies in Europe and America. Particular contact has been made with the Manpower Services Commission in the U.K., some of the industrial training boards in the U.K. and the Institute of Manpower Studies in Sussex.

D. CERT - COUNCIL FOR EDUCATION, RECRUITMENT AND TRAINING  
FOR THE HOTEL, CATERING AND TOURISM INDUSTRIES

**1.1. Legal status and constitutional competence**

CERT Limited is a company, limited by guarantee and without share capital, incorporated in 1963. The Memorandum and Articles of Association of CERT are so constructed that overall control is vested in the Minister for Labour.

It is the national body responsible for the education, recruitment and training of personnel for hotel, catering and tourist industries in Ireland.

**1.2. Decision-making bodies and decision-making procedures**

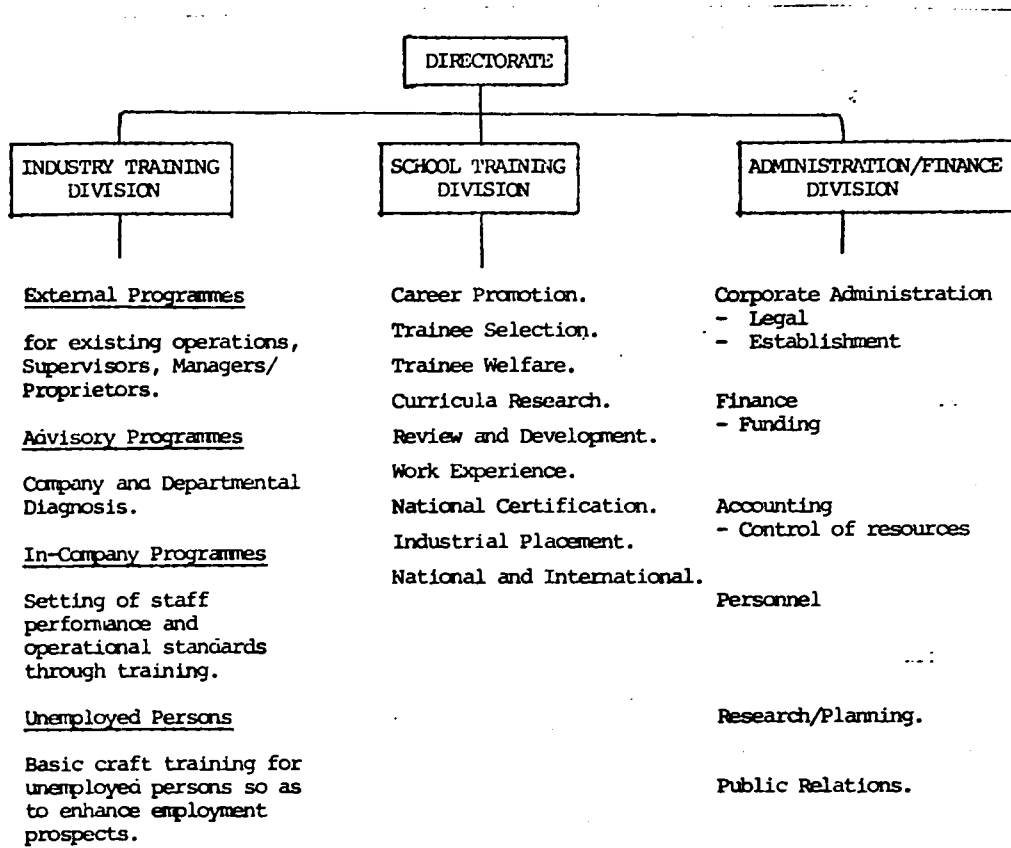
CERT is governed by a Council the members of which are also the Directors of the Company. The members are appointed by the Minister for Labour. The Council currently has 16 members and meets monthly.

The Council is the decision-making body on matters of policy, planning and resource utilisation.

Membership of the Council is representative of the following organisations:

- Bord Failte Eireann
- AnCO
- Catering Management Association
- Department of Education
- Department of Labour
- Irish Hotels & Catering Institute
- Irish Hotels' Federation
- Irish Restaurant Owners' Association
- Irish Transport & General Workers' Union
- Irish Vocational Education Association.

### 1.3. Organisation chart and description of the main functions of the existing services



### 1.4. Personnel

The number of personnel employed by CERT is as follows:

Industry Training Division	33
School Training Division	19
Administration/Finance Division	15
	—
<b>Total</b>	<b><u>67</u></b>

### **1.5. Budget (1984)**

<u>Sources of Revenue</u>	<u>IR£ 000</u>
Exchequer (Department of Labour)	2.012
European Social Fund	2.264
Industry	77
Trainees	19
Overseas	3
	<hr/>
	<u>4.375</u>

<u>Distribution of Budget</u>	<u>IR£ 000</u>	
Industry Training	1.468	(34%)
School Training	2.369	(54%)
Administration/Finance	0.538	(12%)

### **1.6. Co-operation/Co-ordination with other bodies**

The structure of the Council ensures that a practical level of co-operation and co-ordination operates. In addition, CERT consults with individual public and private bodies when planning its activities and the allocation of resources in order to take account of needs identified.

### **1.7. International Contacts**

CERT maintains regular contact and/or consultation with:

- Hotel & Catering Industry Training Board - United Kingdom;
- Catering Industry Training Board - Northern Ireland;
- International Hotel Association - Paris;
- American Hotel & Motel Association - New York;
- Association Internationale des Directeurs d'Ecoles Hotelières;
- Council for Hotel, Restaurant & Institutional Education - New York;
- Swiss Hotel Association - Berne.



## E. THE YOUTH EMPLOYMENT AGENCY (YEA)

### **1.1. Legal status and constitutional competence**

The Youth Employment Agency Act, 1981, provided for:

- (i) the establishment of the Youth Employment Agency; and
- (ii) the introduction of a 1% Youth Employment Levy on incomes.

The YEA was set up, as a limited company, in March, 1982. Its statutory mandate is to:

"establish, develop, extend, operate, assist, encourage, supervise, co-ordinate and integrate, either directly or indirectly, schemes for the training and employment of young persons being principally persons over the age of 15 years and under the age of 25 years".

The Memorandum of Association of the YEA contains an elaboration of this mandate, in that it lists a total of 54 objectives of the YEA. These, in conjunction with the provision of the 1981 Act quoted above, designate the YEA as the overall body, under the Minister for Labour, responsible for activities in favour of the young unemployed and for the co-ordination of those activities.

The YEA's main **areas of activity**, therefore, include:

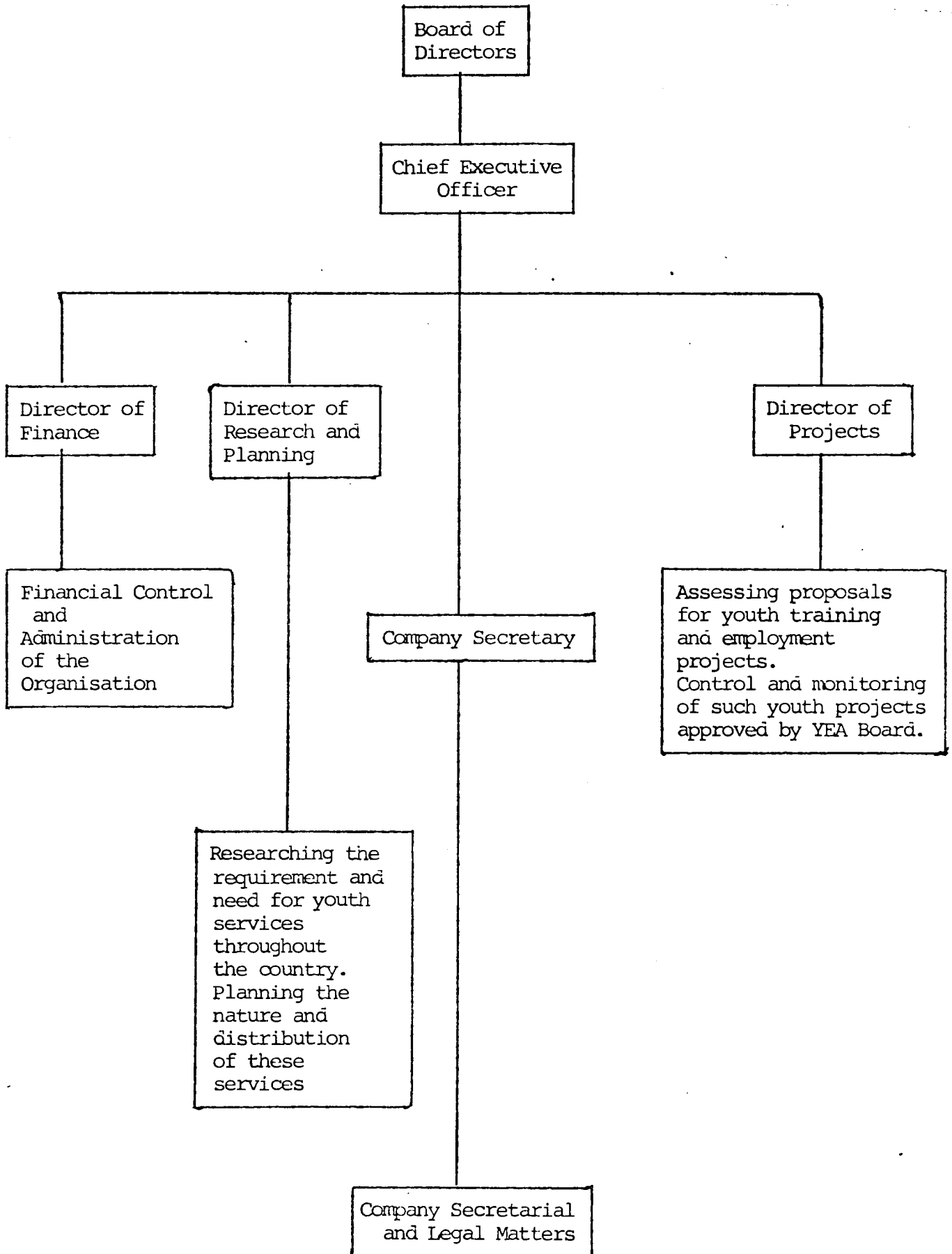
- co-ordination of the overall expenditure of the youth employment levy (which was introduced in April, 1982);
- job creation through the development of enterprise and a commitment to self-help among the young;
- provision of training and work experience;
- preparation of young people for working life within the educational system.

### **1.2. Decision-making bodies and decision-making procedures**

The YEA operates under the direction of the Board of Directors. The number of directors, including the Chairman, is 11. The Chairman and other directors are appointed by the Minister for Labour and have a four-year term of office. The directors are representative of employer, trade union, youth and Government interests. The Chairman and two of the directors are nominated by the Minister for Labour. Of the remaining directors, two are nominated by the Irish Congress of Trade Unions, two by employers' bodies, two by youth organisations, one by the Minister for Education and one by the Minister for the Environment. The Minister for Labour has also appointed a representative of his Department to attend Board meetings with observer status.

The day-to-day operations of the YEA are under the control of the Chief Executive Officer who is appointed by the Minister for Labour after consultation with the Chairman of the Board.

**1.3. Organisation chart and description of the main functions of the existing services  
(as at January, 1984)**



#### 1.4. Personnel

The number of personnel employed in the YEA at 5 January, 1984 was:

Chief Executive Officer	1
Executive Secretary (to Chief Executive Officer)	1
Finance Division	8
Planning and Research Division	3
Projects Division	10
Company Secretariat	5
	—
Total	<u>28</u>

#### 1.5. Budget

##### (a) Background

The activities of the YEA (and other activities in the area of youth training and employment) are funded through monies voted by Parliament to the Department of Labour. The specific sum approved each year in respect of youth training and employment activities represents the estimated yield for that year from youth employment levy receipts together with anticipated European Social Fund receipts in connection with certain youth programmes administered by the Department of Labour.

##### (b) YEA budget

Against the background outlined above, the budget of the YEA for 1984 is IR£ 12.10m.

#### 1.6. Co-operation/co-ordination with other bodies

The mandate given to the YEA under the Youth Employment Agency Act, 1981, was based on a recognition of the need to effect a unified and concerted approach to youth training and employment measures. As mentioned above, the YEA has been designated as the overall body, under the Minister for Labour, responsible for activities in favour of the young unemployed and for the co-ordination of those activities. The YEA is unique in having an integrated range of responsibilities across all of the services required to give effect to manpower policies for young people between the ages of 15 and 25. The YEA has the key role not only in relation to co-ordinating existing facilities, but also their expansion as a consequence of the additional financial resource available since the introduction of the Youth Employment Levy in April, 1982. The proceeds of the levy, being a separate identifiable source of public funding, have the important advantage of facilitating planning on a longer term basis by the YEA.

The YEA's role includes the preparation, on an annual basis, of an outline programme for youth training and employment measures funded from the levy. This involves discussions and regular contact between the YEA and the relevant programme operators, such as AnCO, CERT, the National Manpower Service and certain Government departments. The YEA also has regular contact with the major public job creation agencies, e.g. the Industrial Development Authority (IDA), Shannon Free Airport Development Company (SFADCO) and Udaras na Gaeltachta, and with most public, sectoral and developmental authorities, e.g. Bord Iascaigh Mhara and the National Board for Science and Technology.

The YEA's role also brings it into contact with a significant number of educational institutions, and with community, voluntary and youth organisations which are involved in youth employment and job creation.

### **1.7. International Contacts**

The YEA's contacts at international level relate principally to local employment initiatives, and the design and implementation of measures in the fields of the transition from school to work. In that context, among the main on-going contacts of the YEA are numbered; the European Commission; the OECD; the Local Enterprise Development Unit in Northern Ireland; the manpower authorities in Northern Ireland; and the Manpower Services Commission in the U.K.

## CHAPTER II : PROCEDURES

### II.1. Legal Instruments

Industrial relations in Ireland are determined within a system of voluntary collective bargaining. There is as such no "legal framework" within which labour relations are established. Collective bargaining relies on the willingness of both parties to involve themselves in dialogue with a view to the conclusion of collective agreements governing pay and conditions of employment.

State intervention in industrial relations is largely confined to the provision of dispute-settling agencies such as the Labour Court and its Industrial Relations Service and also the Rights Commissioner Service.

Between 1970 and 1981, pay negotiations in Ireland were characterised by a system of centralised collective bargaining which led to the conclusion of a series of National Wage Agreements and two National Understandings for Economic and Social Development. Since then, however, there have been two de-centralised pay rounds with pay agreements being concluded at enterprise or industry level.

A list of the main labour legislation is provided in Annex 1.

### II.2. Negotiation Patterns

Matters relating to the employment or non-employment, the terms of employment or to the conditions of employment of any person may be the subject of negotiations between employers and workers or trade unions acting on their behalf. The vast majority of industrial disputes are settled by this means. In the event of failure to reach agreement, disputes may be referred to the Labour Court or its Industrial Relations Service. Labour Court recommendations in disputes are generally not legally binding on the parties.

Industrial disputes which generally involve individual rights may be investigated by a Rights Commissioner. A Rights Commissioner's recommendation is not legally binding and may be appealed to the Labour Court. The Court's decision on the appeal is binding.

Statutory minimum rates of pay and other conditions of employment for certain categories of workers (making up about 2% of the labour force) are contained in Employment Regulation Orders made by the Labour Court on the basis of proposals made by **Joint Labour Committees**. A Joint Labour Committee comprises equal numbers of representatives of workers and employers in a particular industry and up to three independent members, one of whom is chairman of the Committee.

There are 16 **Joint Industrial Councils** (JIC) in existence which are representative of workers of a particular class, type or group and their employers and which have as their object the promotion of harmonious industrial relations between such employers and such workers. Approximately 120.000 workers are covered by these Councils. A JIC's rules must provide that if a trade dispute arises between such workers and their employers a lock-out or strike will not be undertaken in support of the dispute until the dispute has been referred to the Council and considered by it.

The Labour Court may register **employment agreements**. This has the effect of making the provision of the agreement legally enforceable in respect of every worker of the class, type or group to whom it is expressed to apply and to his employer, even if such worker or employer is not a party to the agreement. There are 57 employment agreements currently registered by the Labour Court of which the principal one is that dealing with the building and construction industry which covers approximately 50.000 workers.

### **II.3. Trade Unions**

Trade unions must be licensed under the **Trade Union Acts 1871 - 1982** to legally carry on negotiations for the fixing of wages or other conditions of employment. To obtain a licence unions must fulfil certain legal requirements regarding membership etc. Licensed unions also enjoy the immunities conferred by the Trade Disputes Act 1906 in regard to protection from civil actions for torts arising from industrial action, including peaceful picketing.

Although it is difficult to assess accurately, as many as 65% of employees are estimated to be member of trade unions in Ireland. In recent years increasing numbers of white collar employees have been joining unions. There are at present 89 unions affiliated to the Irish Congress of Trade Unions (ICTU). The 13 unions not affiliated to the ICTU represent about 7% of total union membership.

In 1979 the three largest unions represented almost half of the total union membership, while the fifteen largest unions accounted for over 75% of this figure. On the other hand 43 unions, or half of the total number of unions represented less than 5% of total membership.

There are 15 British-based unions operating in this country and their membership represents around 15% of the total union membership. Unions with headquarters in Britain are required by the Trade Union Act, 1975, to devolve certain functions upon their Irish membership.

### **II.4. Employer Organisations**

The Federated Union of Employers (FUE) is the only employer body which devotes itself fully to industrial relations, labour and social matters. It is financed solely from subscriptions from member companies. The Construction Industry Federation (CIF) is the management association for the construction industry and is the second largest employer body in the state. It negotiates the national construction industry agreement on behalf of employers and provides an industrial relations service.

In 1969, an Irish Employers Confederation on Industrial Relations (IEC) made up of the main employer organisations and semi-state organisations was formed. The IEC became the employer side of the Employer Labour Conference and negotiated in the series of National Wage Agreements and Understandings from 1970 to 1981.

**LABOUR LEGISLATION**

Industrial Relations Acts, 1946, 1969 and 1976.  
Trade Union Acts, 1871 to 1982 (including Trade Disputes Act, 1906 & 1982).  
Boiler Explosion Acts, 1882 and 1890.  
Notice of Accidents Acts, 1906.  
Police, Factories etc., (Miscellaneous Provisions) Act, 1916.  
Employment of Women, Young Persons and Children Act, 1920.  
Conditions of Employment Acts, 1936 and 1944.  
Factories Act, 1955.  
Office Premises Act, 1958.  
Industrial Training Act, 1967.  
Holidays (Employees) Act, 1973.  
Minimum Notice and Terms of Employment Act, 1973.  
Redundancy Payments Acts, 1967, 1971, 1973 and 1979.  
Social Welfare Acts, 1952 - 1983.  
Anti-Discrimination (Pay) Act, 1974.  
Truck Acts, 1831 to 1896.  
Payment of Wages in Public Houses Prohibition Act, 1883.  
Mining Industry Act, 1920.  
Employment Equality Act, 1977.  
Night Work (Bakeries) Acts 1936 & 1981.  
Shops (Conditions of Employment) Acts, 1938 and 1942.  
Mines and Quarries Act, 1965.  
Premium Employment Acts 1975 and 1976.  
Employment Agency Act, 1971.  
Dangerous Substances Act, 1972 and 1979.  
Worker Participation (State Enterprises) Act, 1977.  
Protection of Young Persons (Employment) Act, 1977.  
Protection of Employment Act, 1977.  
Unfair Dismissals Act, 1977.  
Payment of Wages Act, 1979.  
Safety in Industry Act, 1980.  
Maternity (Protection of Employees) Act, 1981.  
Youth Employment Agency Act, 1981.





## CHAPTER III: LEGAL FRAMEWORK

### Outline of Social Assistance and Insurance Benefit Conditions for Unemployment

#### Introduction

III.1. The Department of Social Welfare is responsible for the administration of the social insurance and social assistance services within the State system of social security. These services provide income maintenance in respect of all the internationally recognised contingencies for which social security cover is deemed appropriate and include insurance based and assistance (means-tested) schemes providing cash payments to unemployed persons.

All the main schemes are administered directly by the Department of Social Welfare. The Supplementary Welfare Allowances Scheme - a means-tested scheme providing allowances for those whose means are not sufficient to meet their needs - is administered through the Health Boards. The Unemployment Benefit and Assistance Schemes are administered directly by the Department of Social Welfare through local Employment Exchanges and Employment Offices throughout the country.

Statutory provision for the main services of the Department of Social Welfare including the Unemployment Benefit and Assistance Schemes exists in the Social Welfare Acts and the regulations made thereunder.

#### Unemployment Benefit

III.2. Unemployment Benefit is a flat-rate amount payable to insured persons between the ages of 16 and 66 years during periods of unemployment. To be entitled to this benefit the claimant must:

- (a) be capable of work and available for work;
- (b) satisfy the contribution conditions (see III.3); and
- (c) be free from disqualification (see III.8).

#### Contribution Conditions

- III.3. (a) The claimant must have had not less than 26 contribution weeks of insurable employment for which the appropriate contributions have been paid; and
- (b) The claimant must have had not less than 26 contribution weeks registered (paid or credited) in respect of the last complete contribution year before the beginning of the benefit year in which the claim to unemployment benefit is made; for benefit at full rate, 48 such weeks in that contribution year are required.

#### Duration of Benefit

III.4. Payment of unemployment benefit is normally made from the fourth day of unemployment. However, where there was a claim for sickness or unemployment benefits in the preceding thirteen weeks, payment may be made from the first day of unemployment.

- III.5. For persons under 65 years of age, unemployment benefit may be paid for up to 390 days except:
- (a) where the claimant is a married woman living with her husband who is not a qualified adult dependant or is a married woman living apart from her husband and receiving financial assistance from him, in which case the duration of benefit is 312 days; and
  - (b) where the claimant is under 18 years of age, when the duration of benefit is 156 days.

III.6. For persons aged 65 years and over, unemployment benefit may be paid up to age 66 regardless of the limit specified previously provided the claimant has at least 156 weeks of insurable employment for which the

appropriate contributions have been paid. Such a person may, however, be eligible for a retirement pension instead.

#### Re-qualifying

III.7. A person who has used up his/her entitlement to unemployment benefit can re-qualify once he/she has had a further 13 weeks of insurable employment. Counted for this purpose are any weeks of employment after 156 days benefit have been drawn by a person who then works intermittently while drawing the remaining days of benefit. A person is not, of course, entitled to unemployment benefit for any day of employment.

#### Disqualification from UB

- III.8. (a) A person who has lost employment by reason of stoppage of work due to a trade dispute at his place of employment is disqualified so long as the stoppage continues, except in certain circumstances. (See Annex B)
- (b) A person is disqualified for any period not exceeding six weeks under one of the following conditions: if he/she
- (i) loses employment through his/her own misconduct;
  - (ii) voluntarily leaves employment without just cause;
  - (iii) refuses an offer of suitable employment;
  - (iv) unreasonably refuses to undergo suitable training provided or approved for him/her by AnCO - The Industrial Training Authority;
  - (v) fails or neglects to avail himself/herself of any reasonable opportunity of obtaining suitable employment.
- (c) A person is normally disqualified for any period during which he is absent from the State (see Annex B) or is imprisoned.
- (d) If he/she is convicted of an offence in relation to Unemployment Benefit, a person can be disqualified for 6 months.

#### Systematic Short-time Workers

III.9. The entitlement of systematic short-time workers is restricted so that the sum of the number of days in respect of which unemployment benefit is payable and the number of days worked may not exceed 5 in the calendar week. For example, a person on a 3-day week will receive Unemployment Benefit for 2 days. Pay-related benefit is not payable.

#### Reduced Rates

III.10. Reduced rates of benefits are paid in conjunction with certain allowances. (See Annex B for more details)

#### Pay-related benefit

III.11. Pay-related benefit is payable with certain social welfare schemes including unemployment benefit, except in case of persons on systematic short-time. It is payable to persons whose employment is insurable at certain classes of PRSI contribution. (See Annex C)

#### Calculation of Rates of Benefit

III.12. See Annex C.

#### Duration of Benefit

III.13. Pay-related benefit is not normally paid for the first 3 weeks and may continue for up to 375 days (62½ weeks).

#### Benefit Limit

III.14. In the case of recipients of unemployment benefit who are wholly unemployed, the combined total of flat-rate benefit, pay-related benefit and income tax rebate may not exceed 85% of the average weekly

earnings in the current year after deduction of income tax and pay-related social insurance contribution, or one fiftieth of the prescribed earnings ceiling, whichever is the lesser. In all other cases the combined total of pay-related benefit and flat-rate benefit may not exceed 80% of a person's reckonable weekly earnings, i.e. the earnings on which pay-related benefit was based. However, in no circumstances will the flat-rate benefit be reduced because of the application of the benefit limit.

### **Unemployment Assistance**

III.15. Unemployed persons between the ages of 18 and 66 years of age and who have exhausted or who have no entitlement to unemployment benefit may qualify for Unemployment Assistance. Entitlement is based on a means test. Payments are weekly flat-rate amounts with increases for dependants. Payment will continue up to age 66 so long as the person satisfies the means test and continues to be available for work.

**DEFINITIONS**

**Contribution Year** is the same as the income tax year (i.e. year beginning on 6th April).

**Benefit Year** begins on the first Monday in January. The contribution weeks registered (paid or credited) in a contribution year determine title to short-term benefits such as unemployment benefit in the benefit year which begins the following January.

**Relevant Income Tax Year** is normally the last complete income tax year before the year in which the claim commenced.

## **Annex B - Chapter III**

### **Social Welfare Tribunal**

A person whose claim to unemployment benefit or assistance has been turned down under the decisions and appeals machinery of the Department of Social Welfare on the grounds that he lost his employment due to a trade dispute may apply to the Social Welfare Tribunal for an adjudication if he can contend that he has been unreasonably deprived of his employment by an employer who has failed or refused to utilise negotiating machinery normally available for the settlement of disputes. The Tribunal will determine in such cases whether benefit should be paid and the decision of the Tribunal is binding on all parties.

### **Going to another EEC country**

A person who has been entitled to unemployment benefit for, normally, four weeks and who wishes to go to another EEC country to look for work may have his Irish benefit paid in that country for up to three months.

### **Reduced rates**

Reduced rates of benefits are payable to women receiving widows' pensions, deserted wife's benefit or social assistance allowances as deserted wives or unmarried mothers from the Department of Social Welfare or widows' pensions acquired under the social security legislation of another EEC country.

The rates of benefit are reduced from the 157th day if the claimants' record of paid contribution weeks falls below a certain standard.

### **Pay-related social insurance (PRSI)**

With very few exceptions, employees aged 16 years and over must be covered by pay-related social insurance regardless of the level of their earnings.

A PRSI contribution is a percentage of the employee's pay and is made up of an employer's share and an employee's share. In addition to social insurance and occupational injuries elements, the other components which make up a PRSI contribution are: a health contribution, a Youth Employment Levy, a temporary Income Levy payable on all income and a redundancy contribution.

Each percentage rate of PRSI contribution is given a special code and is called a Contribution Class, of which there are 13. Each contribution class applies to certain types of employees and provide cover for a different range of benefits. PRSI contributions are payable on reckonable earnings up to a prescribed ceiling in any income tax year. However, the Youth Employment Levy and the Income Levy continue to be payable on all earnings in excess of the ceiling.

### **Calculation and rates of pay-related benefit**

Pay-related benefit is normally calculated on a person's reckonable weekly earnings between a "floor" of IR£ 36 and a "ceiling" of IR£ 220 in the relevant income tax year.

Reckonable earnings include wages and such items as overtime, bonuses, commission, sick pay, holiday pay, arrears of pay, etc. Reckonable weekly earnings are determined by dividing the gross annual taxable earnings up to the prescribed ceiling by 50.

There are two different phases of pay-related benefit:

- (i) 25% for the first 141 days (Sundays are not counted).
- (ii) 20% for the next 234 days (Sundays are not counted).

**Annex D - Chapter III**

**Credited contributions under the social insurance scheme**

1. Credited contributions are normally allowed automatically for weeks in respect of which an insured person receives various social welfare payments including Unemployment Benefit and similarly credited contributions may be allowed for weeks in respect of which an insured person receives Unemployment Assistance.
2. An insured person who is incapable of work or genuinely unemployed can qualify for credited contributions even if he/she is not qualified for any of the relevant payments.
3. When a person becomes insured for the first time under the Social Welfare Acts he/she is automatically given credited contributions for:
  - (a) two full contribution years before the one in which they became insured; and
  - (b) each week in the current contribution year before the week in which they first became insured.
4. In general, the credits outlined at 3 above are only given once. However, in the case of a student the credits are normally granted again when he/she starts his/her first full-time job.

**Benefits for dependants**

Social welfare payments consist of a personal rate of benefit for the claimant with additional amounts being paid for qualified dependants.





## CHAPTER IV: MEASURES

### Overview

#### IV.1. Overall measures

- Cabinet Task Force on Employment & National Planning Board
- National Development Corporation
- Joint Committee on Small Businesses
- The Youth Employment Agency
- National Youth Policy Committee

#### IV.2. Employment maintenance measures

- Resettlement Assistance Scheme (IR-ii.1)
- Foir Teoranta (IR-ii.2)
- Industrial Credit Acts (IR-ii.3)

#### IV.3. Measures giving aid to the unemployed

- Unemployment Benefit (see Chapter III.2-10)
- Pay-related Benefit (see Chapter III.11-14)
- Unemployment Assistance (see Chapter III.15)

#### IV.4. Measures aimed at training, retraining and occupational mobility

- Apprenticeship training (IR-iv.1)
- Training of individuals (IR-iv.2)
- Community Youth Training Programme (IR-iv.3)
- Training with companies (IR-iv.4)
- Technical Assistance Grants Scheme (IR-iv.5)
- New industry training grants (IR-iv.6)
- Training Grants Scheme for Domestic Industry (IR-iv.7)
- ACOT training in agriculture (IR-iv.8)
- Farm Apprenticeship Scheme (IR-iv.9)

#### IV.5. Job creation measures

- Employment Incentive Scheme (IR-v.1)
- Enterprise Allowance Scheme (IR-v.2)
- The Industrial Development Authority (IR-v.3)
- Shannon Free Airport Development Company Limited (IR-v.4)
- Udaras na Gaeltachta (IR-v.5)
- Export Sales Reilef (IR-v.6)

- Reduced Rate of Corporation Tax (A) (IR-v.7)
- Reduced Rate of Corporation Tax (B) (IR-v.8)

**IV.6. Measures in favour of special categories of people**

- Pre-employment training (Youth IR-vi.1)
- Work Experience Programme (Youth IR-vi.2)
- Grant Scheme for Youth Employment (Youth IR-vi.3)
- Young Scientists and Technologists Employment Scheme (Youth IR-vi.4)
- Community and Youth Enterprise Programme (Youth IR-vi.5)
- Youth Self-employment Programme (Youth IR-vi.6)
- Marketplace Programme (Youth IR-vi.7)
- Middle-level Technician Intensive Training Programme (Youth IR-vi.8)
- Training of disadvantaged youth by AnCO (Youth IR-vi.9)
- Vocational Services of the National Rehabilitation Board (Disabled IR-vi.10)
- Training services for the disabled provided by the NRB (Disabled IR-vi.11)
- Scheme of technical aids to employment provided by the NRB (Disabled IR-vi.12)
- Training of the handicapped by AnCO (Disabled IR-vi.13)
- Quota system for the employment of the disabled in the public sector (Disabled IR-vi.14)
- Training of itinerants (Itinerants IR-vi.15)

**IV.7. Measures dealing with working time**

- Hours of Work Bill (IR-vii.1)

**1. Overall measures**

- Introduction
- Cabinet Task Force on Employment & National Planning Board
- National Development Corporation
- Joint Committee on Small Businesses
- The Youth Employment Agency
- National Youth Policy Committee

#### **IV.1. Introduction**

A central element of the Government's programme is the belief that the search for self-sustaining employment must be undertaken against a backdrop of appropriate economic planning and management. The Government recognises that unemployment is the most urgent problem facing the country at present. It considers, however, that a real reduction in the level of unemployment cannot be achieved without maintaining its credit rating at home and abroad so that the necessary funds will be available to the Government to finance the necessary job creation investment.

The attainment of such a goal requires the adoption of policies that will rapidly enhance the competitiveness of goods and services and the pursuit of domestic budgetary policies that will phase out the current budget deficit between now and 1987. The Government considers that improvement of competitiveness will require radical improvement in management, a joint effort by management and workers to raise productivity sharply, more imaginative design and marketing techniques and an incomes policy.

Employment measures proposed by the Government which have been implemented, or will be shortly, include the setting up of an Employment Task Force, a National Planning Board, a National Development Corporation and a Joint Committee on Small Businesses. These and other recent measures are outlined below.

#### **IV.2. Cabinet Task Force on Employment & National Planning Board**

As part of the Government's employment measures, a **Cabinet Task Force** on Employment and a National Planning Board were set up at the beginning of 1983. The Task Force, which is comprised of key economic Ministers, has as its main objective the identification of measures that can be taken immediately to alleviate the unemployment situation. It is also concerned with planning the maximisation of output and employment and with making recommendations to the Government on policies and actions by which this can be achieved.

Closely related to the Task Force is the **National Planning Board**. This is an independent body comprised of a small number of experts of high national repute in different economic and social policy areas. The Board is at present preparing a draft medium-term plan for the economy which will provide essential frameworks within which short-term economic and social planning will proceed. Within the framework of the National Planning Board, the existing system of sectoral committees for different areas of economic activity is being extended to ensure that each industrial sector is planned in accordance with a long-term strategy in order to realise its full potential. These committees will involve Government, management, workers and farming interests in a joint employment planning exercise to maximise output and employment.

The primary short-term aim of the Task Force and the National Planning Board will be to bring about planned economic recovery based on the best advice from both sides of industry and agriculture. The results of these activities will constitute a plan for national development over a medium-term period, to be kept under continuous review.

#### **IV.3. National Development Corporation**

In addition, the Government will be establishing a National Development Corporation to act as a major vehicle for job creation in Ireland through direct state investment in profitable commercial projects geared to import substitution and to export markets.

#### **IV.4. Joint Committee on Small Businesses**

The Government has recently established a select committee of both houses of the Oireachtas (parliament) to examine various aspects of the small business sector and to make recommendations for its development.

#### **IV.5. The Youth Employment Agency**

In response to the serious unemployment situation facing youth, the Youth Employment Agency (see Chapter I for details of the YEA) was established in March 1982. The work of the YEA is bringing about a major expansion of special employment, training and work experience schemes for young people.

#### **IV.6. National Youth Policy Committee**

In response to a need for a thorough examination of the needs of young people and of their potential contribution to Irish society, the Government decided in July, 1983 to establish a National Youth Policy Committee to make recommendations for a National Youth Policy.

**2. Employment maintenance measures**

- Resettlement Assistance Scheme (IR-ii.1)
- Foir Teoranta (IR-ii.2)
- Industrial Credit Acts (IR-ii.3)

## **RESETTLEMENT ASSISTANCE SCHEME**

### **Aims**

The Scheme was introduced in 1968 for the purpose of improving geographical mobility of labour in the interests of the economy.

### **Legal basis**

Legal authority for the Scheme was contained in Regulations made under the Redundancy Payments Acts of 1967 and 1971.

### **Contents**

The Scheme provided assistance to employed and unemployed workers including those who came from outside this State who moved to areas in need of their skills or expertise. It was a condition of the scheme that the employment involved had to be offered through or approved by the National Manpower Service. Assistance under the Scheme covered such items as travel, removal, legal and settling expenses.

### **Financial resources**

The Scheme was financed from the Exchequer.

### **Institutional support**

Administered by the Department of Labour.

### **Duration**

The Scheme was introduced in 1968 and was terminated on 2nd August, 1982, as part of the Government's policy of reducing public expenditure. However, payment of grants to workers, who resettled before that date, will continue into 1984 as workers had two years from the date of the commencement of employment to claim grants.

### **Effects**

The Scheme played a positive role in helping to rectify regional imbalances in the labour market and had proved particularly useful where manpower shortages arose in newly established industries in attracting key workers from abroad. In 1981, some 300 workers were resettled under the Scheme, of whom 266 came from outside the State, and in 1982, 181 workers were resettled of whom 160 came from outside the State.



## **FOIR TEORANTA ACTS 1972 - 1983**

### **Aims**

Provision of loan, and, in some cases, equity finance to potentially viable industrial concerns which are in danger of going out of business because of failure to obtain assistance from normal commercial sources.

### **Legal basis**

Foir Teoranta is a State-sponsored company which was established under the Acts of 1972 - 1983.

### **Contents**

The Company's assistance is geared towards the maintenance of employment in the eligible concerns. In addition to the actual provision of financial assistance, Foir Teoranta takes an active interest in the management of the firms being assisted and in some cases has insisted on the replacement of management as a condition of such assistance. In addition, Foir frequently places nominee directors on the Boards of the firms being assisted. The Company also has a management service unit, the members of which are placed for several months in firms where management systems are particularly weak.

In order to be eligible for assistance from Foir, a concern must:

- (i) be engaged in an industrial activity;
- (ii) have significant employment and capital invested in it;
- (iii) provide a reasonable proportion of the total capital and have reasonable prospects of profitability on a permanent basis; and
- (iv) be able to show that further finance cannot be procured commercially and that failure to obtain financial assistance would have serious repercussions nationally or locally.

### **Financial resources**

Foir Teoranta is financed almost entirely by borrowings from the Exchequer, the limit being set at IR£ 150 million. Expenditure was IR£ 4.78 million in 1981 and IR£ 14.03 million in 1982.

### **Institutional support**

Implemented by Foir Teoranta.

### **Duration**

Ongoing.

### **Effects**

In 1981, assistance was provided for 36 concerns employing 4,187 persons (4 of these concerns had been assisted in previous years). In 1982, Foir Teoranta provided assistance for 84 concerns employing almost 7,700 persons (17 of these concerns, however, had been assisted by Foir in previous years).

## **LOAN AND EQUITY FINANCE TO IRISH INDUSTRY UNDER THE INDUSTRIAL CREDIT ACTS 1933 - 1983**

### **Aims**

To promote economic growth in Ireland through the provision of capital to the industrial, distributive and services sector of the economy.

### **Legal basis**

The Industrial Credit Company Limited (ICC) was established under the Acts referred to above.

### **Contents**

ICC operates as a national development bank and provides a wide range of services designed to increase the efficiency and overall capacity of Irish businesses and thus to maintain and increase employment. These services include: the provision of medium and long-term loans; hire purchase and leasing for machinery purchase; property leasing; equity purchase; advice and assistance in respect of mergers, takeovers and capital flotations; and special schemes of finance for under-capitalised concerns in small and medium-sized industry.

Expert advice in connection with mergers and takeovers is provided through ICC's wholly-owned subsidiary, ICC Corporate Finance Ltd. Another subsidiary, Shipping Finance Corporation Ltd., provides loans towards the cost of constructing ships in Irish yards.

In 1978, the ICC introduced loans funded through the European Investment Bank, for small firms engaged in manufacturing industry. The ICC also operate two low cost Euro-currency schemes for small and medium-sized manufacturing firms. These are the Working Capital Loan Scheme (WCLS) introduced in 1980 and the Working Capital for Exporters (WCE) Scheme introduced in 1982. Under the WCLS scheme additional working capital finance is provided to manufacturing firms. The WCE Scheme is designed to meet the working capital requirements of manufacturing firms which are expanding existing export markets or developing new export markets.

### **Financial resources**

Deposits represent ICC's largest source of funds. The next largest source is the European Investment Bank. Exchequer advances are still a significant source, even though ICC has not in recent times received advances from the Exchequer for general purposes.

### **Institutional support**

Implemented by the Industrial Credit Company Ltd.

### **Duration**

Ongoing

### **Effect**

The ICC's range of activities has been extended and modified as the demand for such services was forthcoming from Irish industry generally. The company has always been open to such changes as were necessary to provide meaningful assistance to industry and for that reason it is fair to say that it has been a success.

Advances in the year ending 31 October, 1982 were IR£ 140 million to over 2,000 projects.

**3. Measures giving aid to the unemployed**

- Unemployment Benefit (see Chapter III.2 - 10)
- Pay related benefit (see Chapter III.11 - 14)
- Unemployment assistance (see Chapter III.15)

**4. Measures aimed at training, retraining and occupational mobility**

- Apprenticeship training (IR-iv.1)
- Training of individuals (IR-iv.2)
- Community Youth Training Programme (IR-iv.3)
- Training within companies (IR-iv.4)
- Technical Assistance Grants Scheme (IR-iv.5)
- New industry training grants (IR-iv.6)
- Training Grants Scheme for Domestic Industry (IR-iv.7)
- ACOT training in agriculture (IR-iv.8)
- Farm Apprenticeship Scheme (IR-iv.9)

## **APPRENTICESHIP TRAINING**

### **Aims**

The overall objective of these schemes is to ensure that apprentices are trained in sufficient numbers and to an appropriate level of skill to meet the existing and projected needs of the economy for skilled workers. In so doing, young persons will be given the opportunity of training for worthwhile careers.

### **Legal basis**

Under the terms of the Industrial Training Act (1967) the Industrial Training Authority (AnCO) is empowered to regulate the training of apprentices.

### **Contents**

Following a comprehensive review of apprenticeship training, and extensive discussions with all parties concerned, the Council of AnCO approved the introduction, in 1976, of a new apprenticeship system, the main features of which are:

- (i) a period of full-time 'off-the-job' training in the first year for all apprentices in industrial type training centres where they follow standard national curricula;
- (ii) a four-year apprenticeship with the provision for three years under certain circumstances;
- (iii) a planned annual intake of apprentices to ensure sufficient numbers of skilled workers in all trades; and
- (iv) a system of testing and certification of apprentices.

### **Financial resources**

Training is provided free by AnCO during the first year off-the-job but the employer must pay the wages of the apprentice while in training. In some cases apprentices are employed (sponsored) directly by AnCO during their first year and receive the same wages as if they were employed by a normal employer. Grants are available to companies who send apprentices for off-the-job training.

### **Institutional support**

Apprentices are trained during their first year in off-the-job industrial training centres run by AnCO or (in a few cases) external bodies. During their first year of training they also attend educational institutions for instruction in related theory and more general subjects. Apprentices also attend educational institutions during the second and third year of apprenticeship.

### **Duration**

The present apprenticeship system was introduced in 1976, and will continue indefinitely. Apprenticeship last four years. Off-the-job training during the first year usually lasts nine months.

### **Effects**

It is generally recognised that the new apprenticeship system has ensured that apprentices receive systematic instruction in their trade and therefore achieve craft skill level more quickly and comprehensively. The new system is being gradually implemented so that the full effects will not become apparent for some time.

## **TRAINING FOR INDIVIDUALS**

### **Aims**

To provide training opportunities for individuals so that they may be able to improve their standards of skill in order to increase their earning power and derive greater job satisfaction.

### **Legal basis**

Under the terms of the Industrial Training Act (1967), AnCO is empowered to provide training for individuals in the fields of industry and services.

### **Contents**

AnCO provides a very wide range of courses in both manual and white-collar and service skills, ranging from operative to managerial level. The courses emphasise practical training in simulated 'real-life' situations.

### **Financial resources**

The total direct cost of AnCO's training operation in 1982 was IR£ 50.7 million (including adults and apprentices, external and internal). European Social Fund assistance is available for AnCO's training operations to the extent of 55% of approved costs.

### **Institutional support**

AnCO trains persons both in its own Training Centres and in external facilities. AnCO has training centres throughout the country so allowing access to persons wherever they reside. It also uses external facilities whereby AnCO hires trainers to train persons on its behalf.

### **Duration**

Ongoing. Courses are of a variety of duration from 6 weeks to one year. The average is about 4 months.

### **Effects**

AnCO training provides persons with enhanced skills and knowledge. This enables them to obtain employment either immediately or soon after completion. Approximately 65% of trainees of AnCO skill courses gain employment upon completion. The remainder use their enhanced skills to obtain jobs later or, increasingly, create their own employment.

## **COMMUNITY YOUTH TRAINING PROGRAMME**

### **Aims**

To give basic training coupled with work experience to young people under the age of 25 who are unemployed. This training will be provided through projects which will be of benefit to the community.

### **Legal basis**

Under the terms of the Industrial Training Act (1967), AnCO is empowered to provide training for individuals in the fields of industry and services.

### **Contents**

Projects must be of benefit to the community, for example, renovation of old peoples' homes, decoration of community centres, or extension to community halls.

Depending on the nature of the work the project team may include unemployed craftsmen and apprentices as well as unskilled youths. Young persons gain a combination of basic training, work experience, core industrial skills and an opportunity to develop self-reliance and maturity.

### **Financial resources**

AnCO pays standard training allowances to the trainees and for the instructor costs. The community organisation sponsoring the project must pay for the costs of materials.

### **Institutional support**

The Community Youth Training Programme is operated directly by AnCO through its Training Centres Division. Each training centre is responsible for projects within its region. Every project must have a sponsoring body within the Community which will take legal responsibility for the project in such matters as insurance, planning permission, etc.

### **Duration**

Ongoing. Projects may be up to one year.

### **Effects**

In 1982 3.290 persons were trained under this programme. Reviews of CYTP by AnCO itself, and by the E.E.C. Commission, have commented favourably on the generally high level of training involved, and on the overall achievement of the Scheme's objectives. There has also been considerable public acknowledgement of the contribution made by CYTP to the improvement of local community services and amenities.

## **TRAINING WITHIN COMPANIES - LEVY/GRANT SCHEME**

### **Aims**

It is Government policy that, within the industrial and commercial sectors, the primary responsibility for the training and development of employees falls on the individual firms concerned. AnCO's role is to encourage and assist firms to meet this responsibility.

### **Legal basis**

Under the terms of the Industrial Training Act (1967), AnCO is empowered to promote and encourage the provision of training. Specifically, it is empowered to raise levies on firms in designated sectors.

### **Contents**

AnCO operates a levy/grant scheme which enables training grants to be provided for companies from funds raised by levy. In general the scheme provides that firms above a certain size must pay a levy of between 1% and 1.25% of their payroll into a special fund. A firm which appoints training personnel, identifies its training needs and implements a programme to meet these needs can regain, in the form of grants, up to about 90% of the levy paid. The remainder is held by AnCO as a contribution towards the costs of providing a training advisory service and for administration expenses. Any funds remaining after grant commitments and the 10% contribution to AnCO are used to promote training in the industrial sectors concerned (often by providing special incentives or scholarships for training).

### **Financial resources**

In 1982, Levy receipts were IR£ 10.8 million.

### **Institutional support**

Within AnCO's Training Advisory Service there are administrative sections responsible for the assessment and collection of levies. Training Advisers help and advise companies in the preparation of their training plans and assess their success. In 1982, AnCO's 167 training advisers made a total of 20,333 visits to 4,671 firms.

### **Duration**

Ongoing. Training programmes are drawn up yearly.

### **Effects**

The main objective of the levy/grant system was the establishment of an effective training function in companies. This was, and still is, seen as the first essential step in raising the performance of the workforce in Irish companies. The success of the levy/grant system can be judged from the fact that 80% of the workforce in industry are now employed in companies which have established a formal training function and appointed and trained a training manager/officer.



## **TECHNICAL ASSISTANCE GRANTS SCHEME**

### **Aims**

To encourage persons at managerial and supervisory level to obtain training by providing grants to companies who send their employees on approved courses.

### **Legal basis**

Under the Industrial Training Act (1967), AnCO is empowered to encourage training by providing grants.

### **Contents**

A wide variety of courses for managers and supervisors run by public and private concerns are eligible for assistance. In 1982, assistance was given to 10,686 participants on courses.

### **Financial resources**

AnCO pay 50% of the costs of the courses. In 1982, grants paid totalled IR£ 1,053,750.

### **Institutional support**

Employers may apply to AnCO for 50% of the course fee in respect of persons attending eligible courses.

### **Duration**

Ongoing. Courses are of varied duration.

### **Effects**

The scheme has helped to encourage attendance at courses and hence increased the skills and knowledge of managers and supervisors.

## **NEW INDUSTRY TRAINING GRANTS**

### **Aims**

To provide assistance to new firms by providing grants to cover the cost of training their staff during start-up.

### **Legal basis**

These grants are paid by the Industrial Development Authority (IDA), Shannon Free Airport Development Company (SFADCO) and Udaras Na Gaeltachta (organisation responsible for industrial promotion in Irish-speaking areas) as part of their mandate to encourage the establishment of new industry in Ireland.

### **Contents**

Grants are available for the full cost of training recruits for new firms. The grants cover training costs (e.g. wages of instructors, necessary travel) and the wage costs of those in training.

### **Financial resources**

In 1982, grants of IR£ 37.2 million were approved in respect of 17,143 people in 413 firms. The scheme is eligible for support from the European Social Fund.

### **Institutional support**

AnCO - The Industrial Training Authority acts as training consultants to the grant paying bodies. AnCO recommends a firm's training plan and level of grant aid and monitors the subsequent implementation of the training plan.

### **Duration**

Grants cover the start-up period of new firms. The duration of training will depend on the particular occupation, level of skill required and the level of skill of recruits.

### **Effects**

This scheme has proved an important incentive to many firms - in particular those requiring a highly skilled workforce. It has also helped reduce the likelihood of new firms recruiting skilled employees from existing firms.

## **TRAINING GRANTS SCHEME FOR DOMESTIC INDUSTRY**

### **Aims**

To provide training grants to manufacturing firms so that they can carry out systematic training programmes associated with major development projects involving an introduction of new technology, an expansion of output, a change to new product line or in the raw material processed.

### **Legal basis**

These grants are organised jointly by AnCO - The Industrial Training Authority and the Industrial Development Authority.

### **Contents**

Companies prepare training plans to train the personnel required for their expansion or new machinery and grants are then provided towards the costs.

### **Financial resources**

The costs of the grant are borne by the IDA and 55% of the payments are then eligible for European Social Fund assistance.

### **Institutional support**

AnCO assists companies with the preparation of training plans. It also monitors the implementation of the plans.

### **Duration**

Ongoing. There is no fixed duration of training.

### **Effects**

The scheme has helped firms investing in plant and machinery either as part of an expansion or modernisation programme (for which IDA capital grants are available) to train or re-train their workforce. In 1982, AnCO approved grants of IR£ 7.6 million in respect of 6,398 trainees in 115 firms.

## **TRAINING IN AGRICULTURE BY ACOT (COUNCIL FOR DEVELOPMENT IN AGRICULTURE)**

### **Aims**

To further the development of agriculture through the provision of education, training and advisory services and by making available the scientific and practical knowledge required by the agricultural industry.

### **Legal basis**

ACOT was established under the National Agricultural Advisory, Education and Research Authority Act, 1977 as amended by the Agriculture (An Chomhairle Oiliuna Talmhaiochta) Act, 1979.

### **Contents**

ACOT provides a wide range of full-time and part-time training courses in agriculture at its own residential colleges and centres and at privately owned colleges. Courses conducted by ACOT include full-time courses generally of one year's duration in general agriculture, dairy husbandry, machinery operation and maintenance, pig husbandry and management, rural home economics, and poultry husbandry and management; and two-year full-time courses in commercial horticulture and amenity horticulture. ACOT also offers part-time farm school and agricultural vocational training courses at its Agricultural Education Centres. A new Certificate in Farming programme was introduced in 1982, involving formal training and on-farm work experience over a period of 3 to 3½ years.

### **Financial resources**

The income of ACOT is derived mainly from two sources:

- (i) State Grants for capital and general (current) purposes. The Minister for Agriculture, on the basis of the approved annual programme decides the amount of this grants; and
- (ii) Annual local contributions from the County Councils through the County Committees of Agriculture. In each financial year the Minister for Agriculture furnished to each committee a certificate empowering it to demand a stated sum by way of annual contribution from the County Council.

The legislation also provides that ACOT may accept contributions and donations, towards its expenses, from farming organisations, co-operatives, financial institutions and other bodies or persons.

### **Institutional support**

ACOT owns and operates four residential colleges. There are in addition thirteen privately owned agricultural colleges. ACOT also has training facilities at the National Botanic Gardens owned by the Department of Agriculture. The Council operates a number of Agricultural Education Centres, generally located in county towns, where part-time and day-release courses are provided. There are at present fifty such Centres and a further thirty are planned over the next few years.

In the private colleges staff salaries are recouped by ACOT who also provide capitation grants and capital grants.

### **Duration**

ACOT was established in 1979 for an indefinite period.

### **Effects**

The setting up of ACOT has resulted in better co-ordination and greater streamlining of agricultural education, training and advisory services, which were previously provided by a number of independent bodies.

## **FARM APPRENTICESHIP SCHEME**

### **Aims**

To provide husbandry and management training for entrants to farming either as inheritors or as hired managers.

### **Legal basis**

The Farm Apprenticeship Board which implements the Scheme is a registered company.

### **Contents**

This is a full-time apprenticeship programme with an annual intake of about 120 students. It provides practical on-the-job training interspersed with periodical block and day release courses. A prerequisite for entry is satisfactory completion of a one year course in General Agriculture at an Agricultural College. The practical training period lasts three years, during which apprentices are placed on farms of Master Farmers, selected by the Farm Apprenticeship Board, and work under the supervision of the Board. Apprentices are paid by the Master Farmer at rates not less than the statutory minimum rates for agricultural wages.

### **Financial resources**

The Farm Apprenticeship Board is financed mainly by a grant from ACOT (Council for Development in Agriculture).

### **Institutional support**

The Board is an autonomous body comprised of representatives of a number of voluntary agricultural organisations. A representative of OACO acts as an adviser to the Board and attends its meetings.

### **Duration**

Ongoing.

### **Effect**

Practically all apprentices, on qualifying, take up careers in agriculture either as inheritors or employees in management positions.

**5. Job creation measures**

- Employment Incentive Scheme (IR-v.1)
- Enterprise Allowance Scheme (IR-v.2)
- The Industrial Development Authority (IR-v.3)
- Shannon Free Airport Development Company Limited (IR-v.4)
- Udaras na Gaeltachta (IR-v.5)
- Export Sales Relief (IR-v.6)
- Reduced Rate of Corporation Tax (A) - (IR-v.7)
- Reduced Rate of Corporation Tax (B) - (IR-v.8)

## **EMPLOYMENT INCENTIVE SCHEME**

### **Aims**

The objective of the Employment Incentive Scheme is to expand employment by encouraging employers to recruit unemployed experienced workers and young persons with no previous work experience into full-time permanent employment.

### **Legal basis**

The Scheme is non-statutory. Following a Government decision it was introduced in 1977 and since then it has been reviewed each year. Changes may be made to the Scheme or it may be terminated at any time at the discretion of the Minister, but subject to the approval of the Minister for Finance and the Government.

### **Contents**

The Scheme initially covered the manufacturing and agricultural sectors but was later extended to the building and construction, hotel and catering industries and the services sector generally. From January, 1983 it was confined to manufacturing and agriculture and from 30 May, 1983 it was extended to include the hotel and catering sector again. In recruiting persons under this scheme an employer must also increase his workforce above the level pertaining at a particular date (base level).

Up to 28 March, 1982 premium rates payable to employers were IR£ 14 to IR£ 20 depending on the category of employee recruited. The maximum period for which premiums could be claimed was 24 weeks.

With effect from 29 March, 1982 the premiums were increased to IR£ 30 per week in respect of persons over 20 years of age who has been on the unemployment register ("Live Register") for at least four weeks immediately preceding recruitment and to IR£ 25 per week in respect of persons under 20 years of age who had been unemployed for four weeks and registered with the National Manpower Service. A new premium rate of IR£ 45 per week was introduced for persons over 25 years of age who had been on the unemployment register ("Live Register") for at least twenty-six weeks immediately preceding employment. The maximum period for which premiums could be claimed was increased from 24 to 52 weeks.

From 14 January, 1983 the period of payment was reduced to 24 weeks but the rates of premiums remained unchanged.

### **Financial resources**

The Scheme is financed from the Exchequer and a European Social Fund grant in respect of those under 25 years recruited under the Scheme. In 1983, persons under 25 years of age were funded by an allocation from the 1% Youth Employment Levy.

### **Institutional support**

The Scheme is administered by the Department of Labour and NMS Placement staff.

### **Duration**

The Scheme was introduced in February, 1977 and since then has been reviewed annually and extended for one year at a time.

### **Effects**

Since the inception of the Scheme at the end of February, 1977 to end of November, 1983 premiums amounting to IR£ 23m have been paid to 8,364 employers in respect of 41,378 additional eligible unemployed workers.

## **ENTERPRISE ALLOWANCE SCHEME**

### **Aims**

The purpose of the Scheme is to encourage unemployed persons in receipt of unemployment payments to establish a business.

### **Legal basis**

The Scheme is non-statutory. It was established in December, 1983.

### **Contents**

Projects in most sectors of economic activity will be considered. The business must be new and independent and not linked in any way with an existing enterprise.

To enter the Scheme applicants must have for at least 13 weeks immediately preceding been:

- (i) persons on the Live Register who have been in receipt of Unemployment Benefit/Assistance; or
- (ii) attending an approved training course following a period on the Live Register during which they were in receipt of Unemployment Benefit/Assistance provided that the two periods together make up at least 13 consecutive weeks; or
- (iii) in receipt of the Disabled Persons Rehabilitation Allowance while attending a training course approved by the National Rehabilitation Board.

Applicants must show that they can invest IR£ 500 from their own resources in the business if this is necessary and that they have access to sufficient working capital for the operation of the business.

The enterprise allowance is IR£ 50 per week for a married person and IR£ 30 per week for a single person and is payable in lieu of Unemployment Benefit/Assistance. The allowance will be paid for a maximum of 52 weeks provided the business continues for that period. In a limited number of cases the enterprise allowance or part thereof may be paid in the form of a lump sum to facilitate the purchase of capital assets.

### **Financial resources**

The Scheme is financed from the Exchequer and in respect of those under 25 years of age by an allocation from the Youth Employment Levy.

### **Institutional support**

The Scheme is administered by the National Manpower Service.

### **Duration**

Ongoing.

### **Effects**

Not possible to assess as yet. It is hoped that the Scheme will encourage the establishment of a number of successful enterprises and result in the creation of a number of jobs through the recruitment of employees by those participating in the Scheme.



## THE INDUSTRIAL DEVELOPMENT AUTHORITY (IDA)

### Aims

The Industrial Development Authority is responsible for promoting industrial development in Ireland, with the exception of the Shannon Industrial Estate and small industry development in the Mid-West region and West and South-West Offaly which came under the aegis of Shannon Free Airport Development Company. Udaras na Gaeltachta is responsible for industrial development in the Gaeltacht areas.

### Legal basis

The Industrial Development Authority was founded in 1949 as an agency of the Department of Industry and Commerce. It became an autonomous state-sponsored organisation in April, 1970 under the Industrial Development Act, 1969. At the same time, An Foras Tionscal, the grants board was dissolved and its functions were transferred to the new IDA.

### Contents

The IDA's main activities are as follows:

- (i) **Existing Manufacturing Industry (firms over 50 employees)** - the IDA encourages the expansion and development of the manufacturing sector by liaison with these companies through its offices, by negotiating incentive packages and through the range of services and facilities the IDA provides for industry.
- (ii) **New Overseas Industry** - the attraction of new overseas industry plays an important role in the country's industrial development.
- (iii) **Small Industries Programme (firms less than 50 employees)** - the expansion of small manufacturing firms and the start-up of new projects has become increasingly important as a source of new industrial employment, investment and output.
- (iv) **Enterprise Development Programme** - this was introduced in 1978 to stimulate entrepreneurship from Irish people with technical, managerial and/or commercial skills.
- (v) **Rescue activities** - the IDA provides a wide range of assistance to companies experiencing difficulties. These include rescue packages which may provide financial assistance in addition to consultancy and assistance services from various bodies. In addition, the IDA is very active in finding joint venture partners for Irish projects and negotiating licensing agreements from overseas and in arranging takeovers in situations of potential closure.
- (vi) **Research and Development Grants** - the IDA provides these grants to encourage companies to undertake research and development work to improve their product range or their methods of manufacture. The Feasibility Study Grants Scheme promotes feasibility studies on new industrial projects or in the manufacture of new products by existing manufacturers.

The range of services and facilities the IDA provides for industry includes cash grants for fixed assets, employment grants related to the actual creation of jobs, training grants, rent subsidies towards factory rents and interest subsidies. The IDA also has a substantial land bank of suitable sites available at various locations around the country. In addition, the IDA provides a wide variety of advance factories, small industry centres, incubator units and craft clusters. These facilities are of great importance in helping projects get established quickly and efficiently.

**Financial resources**

The IDA is financed from the Exchequer and from their own resources. Approximately IR£ 136.7m will be provided by the Exchequer in 1984.

**Institutional support**

The IDA has established nine regional offices throughout Ireland and also has twenty overseas offices which promote Ireland as an industrial location in their territories.

**Duration**

Ongoing.

**Effects**

**Investment Projects** - over 800 investment projects (500 arising from small firms) involving a planned capital investment in fixed assets of over IR£ 500m were negotiated by the IDA during 1983.

**Enterprise Development Programme** - 60 senior executives agreed to establish their own new projects under this programme in 1983, compared with 35 in 1982.

**Overseas Industry** - 110 overseas projects were approved during 1983, and have a planned investment in fixed assets of IR£ 300m.

**IDA Advance Factories** - the rate of take-up of these factories improved considerably during 1983, when 101 units and 32 locations throughout the country were occupied by Irish and overseas companies.

**Job Creation** - the IDA estimates that Irish and overseas firms bringing IDA-backed investment onstream recruited 11,000 Irish people to new jobs in 1983. Irish firms, mainly small firms, contributed some 5,500 of these jobs, with U.S. firms accounting for 3,000 of these.

**Rescue Activities** - An average of 6 firms in difficulties came to the IDA each week for assistance during 1983. About 100 separate "rescue" agreements which should save 8,000 jobs and create an additional 1,200 were negotiated.

**Initiatives** - the IDA undertook a number of initiatives during 1983. These were designed to further stimulate the level of investment activity, strengthen existing companies operations or maintain existing employment where feasible to do so.

## SHANNON FREE AIRPORT DEVELOPMENT COMPANY LIMITED (SFADCO)

### Aims

The objectives of SFADCO are:

- o to ensure the growth of Shannon Airport in trade, passengers and services;
- o to develop and test concepts and systems which will lead to a significant growth of small indigenous industries in the Mid-West Region and in South and South-West Offaly and to do so in a manner which will pioneer future national policies;
- o to ensure the realisation of the potential for economic development inherent in Shannon as a location for industry.

### Legal basis

The Shannon Development Company is a public body. It is a limited liability company in which the shares are fully owned by the Irish Government. SFADCO was established under the Companies Acts in January, 1959.

### Contents

Shannon Development's activities may be grouped into three categories viz. the Small Indigenous Industry Programme, the Shannon Industry Programme and the Traffic Development Programme. Details of the first two Programmes are as follows:

(i) **Small Indigenous Industry Programme.** The Company operates the following services in the development of small indigenous enterprises in the Mid-West Region and West and South-West Offaly;

- grants (fixed assets grants, research and development grants, enterprise development grants, feasibility study grants and training grants);
- Innovation Centre (provision of comprehensive product development services with strong emphasis on high technology projects);
- training (management training for starting a new business or managing an existing enterprise) and entrepreneurship training;
- buildings (sites, enterprise centres, new or converted buildings for small industry).

(ii) **Shannon Industry Programme.** The Company's Shannon Industry Programme operates with:

- negotiable capital grants;
- training grants;
- research and development grants;
- buildings (factories and offices) and sites for industry;
- promotion of the 10% Corporation Tax rate for new service industry establishing at Shannon to enterprises whose activities contribute to the development of the Airport.

### Financial resources

Total expenditure by Shannon Development in 1983 was in excess of IR£ 24.5m. Of this, approximately IR£ 16.5m was received from the Exchequer, with the balance funded by the Company. Exchequer funding in 1984 will be approximately IR£ 16m, of a total budget of approximately IR£ 23.5m.

### Duration

Ongoing.

### Effects

Shannon and small industry companies, approved for assistance by Shannon Development during 1983, had a combined potential of 2,500 jobs which is a 40% increase on the 1982 performance (1,800 jobs approved). Of these, 1,100 approvals related to the Shannon Industrial Estate and 1,400 to small indigenous industry. The actual number of jobs created in 1983 was 700, 300 in Shannon and 400 in small industry.

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Shannon Airport had a slight decline in overall passenger traffic in 1983, caused by decreases in outbound Irish movement, while U.S. citizen and European traffic increased.

## **UDARAS NA GAELTACHTA**

### **Aims**

To promote the linguistic, cultural, social, physical and economic development of the Gaeltacht i.e. areas situated mainly in certain counties on the Western seaboard of Ireland, where the country's ancestral language is widely spoken. It is particularly concerned with the provision of gainful employment for Irish speakers in the Gaeltacht.

### **Legal basis**

Udaras na Gaeltachta is a statutory body established under the Udaras na Gaeltachta Act, 1979; with effect from January 1, 1980 it replaced Gaeltarra Eireann (which had been set up under the Gaeltacht Industries Act, 1957).

### **Contents**

Udaras na Gaeltachta can provide financial assistance for the purpose of establishing, developing or maintaining industries and productive schemes of employment in the Gaeltacht. Industries, which may originate locally or from other areas in Ireland or abroad, are eligible for a generous package of incentives which include:

- grants up to 60% of the cost of buildings and new equipment;
- grants up to 100% of the cost of agreed training for the work-force with assistance in recruitment and selection;
- other grants under various schemes; and
- rent subsidised factories which may be built in advance or to the promoters' specifications.

Udaras na Gaeltachta may also take shares in a company establishing an industry. In addition it helps to bring projects into production quickly and efficiently by providing a wide range of advisory and assistance services through a team of specialists. Fully serviced industrial estates are available in Gaeltacht areas. It has experience of commercial activities, through subsidiary and associate companies, including electronics, engineering, textiles, plastics, services and hotels, fish processing, fish farming and other natural resource development.

### **Financial resources**

Udaras na Gaeltachta is financed through an annual capital grant-in-aid from the Department of the Gaeltacht for grants paid to industries and also receives advances from the State to purchase shares in undertakings, build factories (for letting at subsidised rents), etc. A grant-in-aid for the organisation's administration expenses is also provided by the Department of the Gaeltacht.

### **Duration**

Ongoing.

### **Effects**

Over 600 small businesses based on local enterprise have been grant-aided, more than forty other projects of both Irish and overseas origin have been set up and fifteen community co-operatives have been assisted in establishing industrial and community activities. An tUdaras is also actively involved in the management of almost forty companies in which it has a shareholding including more than eighteen subsidiaries. Total employment generated in industries located in Gaeltacht regions is more than 4,000.

## **EXPORT SALES RELIEF**

### **Aims**

To increase manufacturing activity for export and increase employment.

### **Legal basis**

Part IV Corporation Tax Act 1976, (incorporating provisions of earlier legislation) as amended in subsequent Finance Acts.

### **Contents**

Complete relief from corporation tax on profits from export sales of goods manufactured within the State. A company may claim relief for 15 years, with tapering relief for a further 5 years.

### **Financial resources**

The cost to the Exchequer in tax foregone is estimated at IR£ 100m per annum.

### **Institutional support**

Implemented by Revenue Commissioners.

### **Duration**

From October 1956 to April 1990. The relief ceased to be available for industries established after the end of 1980. However, companies may retain any already existing entitlement to relief until their span of relief ends, subject to a final terminal date of 1990.

### **Effects**

The scheme has made a very significant contribution to the manufacturing export base but it is not possible to quantitatively disaggregate its effect from those of other State incentives and broader economic factors. In particular the employment effects of such a scheme cannot be estimated.

## **REDUCED RATE OF CORPORATION TAX (A)**

### **Aims**

To increase output and employment in manufacturing industry.

### **Legal basis**

Chapter IV Finance Act, 1977 as amended in subsequent Finance Acts.

### **Contents**

A reduced rate of 25% corporation tax for manufacturing companies which increased employment by 3% or more per annum (base year 1976).

### **Financial resources**

The cost to the Exchequer in tax foregone is estimated at IR£ 5 million per annum.

### **Institutional support**

Implemented by Revenue Commissioners.

### **Duration**

January, 1977 to December, 1980. (As from 1 January, 1981 the 10% rate became available to manufacturing companies generally - see material on "Reduced Rate of Corporation Tax (B)").

### **Effects**

It is estimated that the Scheme produced a modest increase in employment.

## **REDUCED RATE OF CORPORATION TAX (B)**

### **Aim**

To increase manufacturing activity and employment (Replaces Scheme (A) already described).

### **Legal basis**

Chapter IV, Finance Act, 1980 as amended in Finance Act, 1981.

### **Contents**

Reduced rate of 10% corporation tax on profits from sales of goods manufactured within the State.

### **Financial resources**

The cost to the Exchequer in tax foregone is estimated at IR£ 32 million per annum.

### **Duration**

January 1981 to December 2000.

### **Effects**

Not possible to assess at this stage.



**6. Measures in favour of special categories of people**

- Pre-employment training (Youth IR-vi.1)
- Work Experience Programme (Youth IR-vi.2)
- Grant Scheme for Youth Employment (Youth IR-vi.3)
- Young Scientists and Technologists Employment Scheme (Youth IR-vi.4)
- Community and Youth Enterprise Programme (Youth IR-vi.5)
- Youth Self-employment Programme (Youth IR-vi.6)
- Marketplace Programme (Youth IR-vi.7)
- Middle-level Technician Intensive Training Programme (Youth IR-vi.8)
- Training of disadvantaged youth by AnCO (Youth IR-vi.9)
- Vocational Services of the National Rehabilitation Board (Disabled IR-vi.10)
- Training services for the disabled provided by the NRB (Disabled IR-vi.11)
- Scheme of technical aids to employment provided by the NRB (Disabled IR-vi.12)
- Training of the handicapped by AnCO (Disabled IR-vi.13)
- Quota system for the employment of the disabled in the public sector (Disabled IR-vi.14)
- Training of itinerants (Itinerants IR-vi.15)

## **PRE-EMPLOYMENT TRAINING**

### **Aims**

To facilitate the entry of young persons into working life.

### **Legal basis**

Article 3.1 of the European Social Fund.

### **Contents**

Courses are provided for young people who have completed their compulsory schooling. There are three main elements in each course:

- (i) Personal development including communications and knowledge of work milieu. Also counselling and preparation for jobseeking.
- (ii) Technical skills - two modules of technical skills in employment/sectoral areas.
- (iii) Work experience - supervised and evaluated work experience while attending courses.

### **Financial resources**

The Programme is funded from the European Social Fund (55% of total costs) and from central Exchequer funds as follows:

1976/77: IR£ 0.31m

1977/78: IR£ 1.01m

1978/79: IR£ 1.41m

1979/80: IR£ 2.38m

1980/81: IR£ 2.39m

1981/82: IR£ 3.9m (estimated)

1982/83: IR£ 4.45m (estimated).

### **Institutional support**

Department of Education through Vocational Education Committees.

### **Duration**

Courses last one year. The Programme is due to continue indefinitely.

### **Effects**

The programme commenced on a pilot basis at school level. In general it was successful in that participants achieved stable employment, many of them in undertakings where they had gained their work experience. Initially the programme was structured by each individual school. Changes made subsequently in the programme were as follows:

- (1) expansion in size of programme;
- (2) central specification of programme structure with elements of flexibility to suit local circumstances;
- (3) enlargement of range of technical skill options;
- (4) standardisation of organisational and certification procedures;
- (5) formal approaches at national level to employer and trade union organisations seeking support for programme.

Number of Beneficiaries:

1976-77:	770	1980-81:	2.715
1977-78:	2.400	1981-82:	3.600 (estimated)
1978-79:	3.000	1982-83:	3.700 (estimated)
1979-80:	2.333		

1980 Employment Figures: 61% of participants obtained state employment on completion of a course of training under this programme.

## **WORK EXPERIENCE PROGRAMME**

### **Aims**

The main aim of the Work Experience Programme is to give young people with no previous employment experience an opportunity to gain practical experience of the working environment in addition to learning some basic skills. A subsidiary aim is to bridge the gap between school and work by making school leavers more attractive to employers.

### **Legal basis**

Non-statutory scheme. The Work Experience Programme was recommended to the Government by the Youth Employment Action Team, a body set up by the Government in 1977 to draw up schemes to stimulate youth employment.

### **Contents**

The Programme caters mainly for young people under the age of 25 years who have left the educational system and who have been unable to find suitable permanent employment. Under the Programme young people are placed with employers either in the private or public sector for a period not exceeding 6 months, and are paid a weekly allowance of IR£ 30 which is not subject to income tax or Social Insurance deductions.

The Programme contains three basic elements: induction, work experience and guidance/counselling. The work experience element involves rotation in at least four different activities in order to give participants an idea of what kind of work suits them best.

### **Financial resources**

The Programme is financed from the funds available through the 1% Youth Employment Levy.

### **Institutional support**

The Programme is administered by the National Manpower Service through its network of local offices. Placement staff of the Service monitor the progress of participants in the Programme.

### **Duration**

The Programme was introduced in 1978 and is to continue indefinitely.

### **Effects**

Experience to date has shown that the Work Experience Programme has proved very successful. Up to the end of 1981, approximately 80% of participants succeeded in finding permanent jobs on completion of the Programme and more than the half were retrained by the firms offering the initial work experience. In 1982, and 1983, however, as the intake increased this percentage has decreased to about 60%.

Since its introduction in September, 1978 up to the end of October, 1983 approximately 39,000 young people have participated in the Programme, as shown below:

<u>Year</u>	<u>Number</u>
1978	1.685
1979	4.958
1980	4.680
1981	6.453
1982	10.541
1983 up to 31/10/1983	7.981
Total	<u>38.918</u>

## GRANT SCHEME FOR YOUTH EMPLOYMENT

### Aims

The Grant Scheme for Youth Employment was set up to counter the rising tide of unemployment among young people. Basically it seeks to give to young people who are finding it hard to get any type of job, an experience of a real work situation which would later help them in their search for more permanent employment.

### Legal basis

The Scheme is non-statutory. It was established in 1977, as a result of a recommendation by the Employment Action Team.

### Contents

Grants are made for the employment of young people on projects, who should

- (a) as a rule be between 15 - 25 years of age;
- (b) be registered as unemployed for at least six months prior to employment.

The average duration of a project is 15-20 weeks. Generally, the projects must have a high labour content and are desirable community works of a type which would not otherwise be undertaken in the normal course at the present time. The type of work involved consists of building Community Centres/dressing rooms, repairs to old buildings, painting/decorating/drainage, development of playing fields. Supervision on a full-time working basis by a mature and preferably skilled person is required.

The Department pays a grant of IR£ 60 per worker per week and a maximum of IR£ 90 per week towards the supervisor's wages. A small element of the overall grant is in respect of material costs and in respect of craftwork.

### Financial resources

The Scheme was financed from the Exchequer up until the end of 1981. With the establishment of the Youth Employment Agency, the Exchequer Contribution has been replaced by an allocation from the 1% Youth Employment Levy. There is an allocation of IR£ 4m for 1983.

### Institutional support

The Scheme is administered by the Department of Labour. The workforce is recruited through the National Manpower Service. The various sponsoring clubs/organisations take on the role of employer.

### Duration

The Scheme was introduced in 1977, and is to continue indefinitely.

### Effects

The Scheme provides an opportunity for young people to get first hand experience of work/working conditions. It is a "stepping stone" to permanent employment in many cases.

The projects are essentially of a work experience type and the verbal feedback from organisers is that quite a number of participants get permanent employment, as a direct result of having been employed on the projects.

The numbers participating each year are shown below:

<u>Year</u>	<u>Number</u>
1977 (from June, 1977)	365
1978	1.170
1979	2.000
1980	1.800
1981	708
1982	2.000 (approx)
1983	2.800 (estimated)

## **YOUNG SCIENTISTS AND TECHNOLOGISTS EMPLOYMENT SCHEME**

### **Aims**

To promote the employment of young people with science and engineering qualifications and to assist firms in the private sector who have limited technological resources and who could potentially benefit from hiring such qualified personnel.

### **Legal basis**

The Scheme is non-statutory. It was established in October, 1982 and was approved by the Board of the Youth Employment Agency.

### **Contents**

Personnel recruited under the Scheme should be under 25 years of age, hold degree or diploma qualifications in science or engineering and be unemployed or in employment outside the science and engineering fields for at least three months.

The Scheme is confined to firms with under 50 employees. Firms participating in the Scheme are required to:

- (1) employ a technically qualified person on a full-time basis for a period of twelve months;
- (2) sign a contract of employment with the employee as supplied by the sponsors;
- (3) enter an agreement on a work programme for the year and permit the non-intrusive monitoring of the programme on a quarterly basis; and
- (4) take a decision on the future employment of the graduate by the end of the first nine months.

Special consideration is given to small firms proposing to hire technical personnel for the first time.

Personnel recruited under the Scheme are additional to normal manpower intakes and may be located either in the firm itself or in a Higher Education Institution. The latter arrangement is to facilitate firms who would find it more suitable to locate such personnel in such an institution. There is a provision for the employment of 80 young people in the 1984 phase of the Scheme.

Minimum annual salaries were fixed at IR£ 6,000 per annum for degree holders and at IR£ 5,300 for diploma holders.

### **Financial resources**

Under the Scheme the Youth Employment Agency is contributing up to IR£ 3,600 per annum towards the salaries of graduates and up to IR£ 3,000 per annum in the case of diploma holders. The remainder is contributed by the employer.

### **Institutional support**

The Scheme is administered by the National Board for Science and Technology in conjunction with the Institute of Industrial Research and Standards (IIRS).

### **Duration**

The Scheme was introduced in October, 1982 on a pilot basis for one year. It was then decided to extend the existing scheme from its expiry date in September, up to the end of December, 1983 and to continue it on a pilot basis for a further year from January 1, 1984.



**Effects**

In the first phase of the Scheme, 73 persons were placed including 14 in higher education institutions. Indications are that there is a better than average possibility that the majority of these firms will retain these young people in permanent employment.

## COMMUNITY AND YOUTH ENTERPRISE PROGRAMME

### Aims

The programme is aimed at directly involving community, voluntary and youth organisations in both creating economically-sustainable employment for young people under 25 years of age and in raising the general level of enterprise and self-help among young people.

### Legal basis

Legal authority for the Scheme is contained in the Youth Employment Agency Act, 1981 (Section 4) and the Memorandum and Articles of Association of the Youth Employment Agency under which the Agency operates.

### Contents

The terms "community" and "youth" are shorthand for the range of organisations (e.g. community councils, youth organisations and employment committees) which operate at local level. All have several characteristics in common, particularly in that they are working in the community for the good of the community. The approach of the Programme is essentially to help communities to help themselves by providing the following assistance:

- **Advice** to groups who want to take a community enterprise initiative;
- **Planning Grants** for groups wishing to identify and investigate goods and services which might be provided locally;
- **Enterprise Workers** recruited by local community groups to be funded by the Youth Employment Agency for up to twelve months. The Enterprise Worker must be under 25 years of age and must have been unemployed prior to recruitment.
- **Linkages** into the programmes and grant aid schemes of other state and commercial agencies. The Community and Youth Enterprise Programme is complementary to the enterprise development programmes available from other bodies, such as the IDA, Shannon Development, Udaras na Gaeltachta and County Development Teams.
- **Direct Financial Aid** for groups at the point of "start-up", specifically to contribute towards capital and revenue requirements and project management costs for up to twelve months.

### Financial resources

The Programme is funded by the YEA.

### Institutional support

Individual projects are administered by community and youth groups.

### Duration

Launched in July, 1983, the Programme is due to continue indefinitely.

### Effects

To date (January 1984) funding has been approved by the YEA for the employment of 13 Enterprise Workers by community groups. Under the Programme 5 of the Enterprise Workers have been recruited by the community groups; they completed a nine-week training course in the National Institute for Higher Education, Dublin.

In the majority of cases, the projects approved for Enterprise Workers were put forward by recently established groups, often set up by local people, solely to tackle their community's unemployment problems. This reinforces the Agency's belief that there is a growing awareness and willingness to respond at community level to the problems of unemployment. Since June, 1983 approximately 500 enquiries regarding the Programme have been received by the Agency, largely from community groups. Of these, in addition to the 13 existing Enterprise Workers, 15 other communities have been approved for Planning Grants.

## **YOUTH SELF-EMPLOYMENT PROGRAMME**

### **Aims**

The Programme is aimed at assisting young unemployed persons under 25 years of age who want to set up a business for themselves by enabling them to get a bank loan without security, or a "track record".

### **Legal basis**

Legal authority for the Scheme is contained in the Youth Employment Agency Act, 1981 (Section 4) and the Memorandum and Articles of Association of the Youth Employment Agency under which the Agency operates.

### **Contents**

The pilot Programme, launched in September 1983 and lasting for two years, is one of the YEA's job-creation schemes. Its main features are:

- eligible applicants must be between 15-25 years of age, unemployed for at least 3 months and have a sound business idea;
- projects must be commercially viable and new, not having already received any bank finance. They can be in any sector of the economy;
- maximum loans offered are IR£ 3,000 per person repayable over 3 years, at the normal bank lending rate and repayment conditions. Persons receiving the loans will remain eligible for other state support grants and services. The loans are being provided by the Bank of Ireland (commercial bank);
- a condition of the loan will be that the recipient ceases to draw Unemployment Benefit/Assistance and registers for Value Added Tax and Pay-Related Social Insurance.

The YEA guarantees 60% of outstanding capital payments on individual loans offered under the Programme. No additional guarantee, security or collateral will be required from the promoter or from the promoter's relatives. The Bank of Ireland assesses the proposals put to them and assists the young promoters to develop their ideas. They are then put in touch with other relevant agencies if necessary.

### **Financial resources**

Funded mainly by the Bank of Ireland, with the YEA guaranteeing 60% of outstanding capital payments on individual loans.

### **Institutional support**

Administered by the YEA and the Bank of Ireland.

### **Duration**

The Programme was launched in September, 1983 on a pilot basis lasting for two years.

### **Effects**

January 1984: some 50 young people between the ages of 15-25 years who were previously unemployed, have received loan approval to date under the Programme. The projects being promoted by these young people vary from jewellery manufacture to the manufacture of fibre-glass products.

## **MARKETPLACE PROGRAMME**

### **Aims**

To improve marketing skills through increased employment of marketing personnel by Irish industry. The Programme is aimed at manufacturing companies which do not currently employ marketing personnel and for young graduates under 25 years of age who are as yet unplaced in a marketing position.

### **Legal basis**

The Programme is non-statutory. It was established in September, 1983 and was approved by the Board of the YEA.

### **Contents**

The marketing staff recruited are drawn from a panel of recently qualified marketing graduates, under 25 years of age registered with the National Manpower Service, who are either unemployed or working in jobs unrelated to their qualifications. The Irish Goods Council supply each participating company with a short list of suitable candidates from this panel. There is provision for the placement of 50 marketing graduates.

### **Financial resources**

Total funding for the first year of the Programme which is expected to cost IR£ 200,000 is being provided by the YEA. Under the Programme the YEA provides a subsidy of up to 60% of the first year's salary of a newly recruited marketing specialist. The remainder is contributed by the employer.

### **Institutional support**

The Programme is administered by the Irish Goods Council.

### **Duration**

The Scheme was introduced in September, 1983 on a pilot basis for one year.

### **Effects**

The Programme is expected to create up to fifty new jobs in its first year of operation. Approximately 10 graduates have been placed to date (January 1984).

## MIDDLE-LEVEL TECHNICIAN INTENSIVE TRAINING PROGRAMME

### Aims

To supply young unemployed people with middle-level technician skills known to be in demand and facilitate their absorption into employment.

### Legal basis

Article 3.1 of the European Social Fund.

### Contents

A series of courses are given in areas such as construction, electronics, science and computer programming. Trainees are recruited through the National Manpower Service. Training allowances are paid. Industrial conditions apply concerning hours of attendance, discipline, etc. Qualified trainees are placed through the National Manpower Service.

### Financial resources

The Programme is funded from the European Social Fund (55% of total costs) and from central Exchequer funds as follows:

1976/78: IR£ 2.21m  
1977/79: IR£ 1.99m  
1978/80: IR£ 3.82m  
1979/81: IR£ 4.13m  
1980/82: IR£ 6.47m  
1981/83: IR£ 8.93m (estimated).

### Institutional support

The Department of Education is the central co-ordinating body of these operations in consultation with the National Manpower Service. The programmes are run in Regional Technical Colleges and Colleges of Technology with the assistance of vocational Education committees.

### Duration

One and two year courses. The Programme is due to continue indefinitely.

### Effects

The programme is working satisfactorily. Changes have been made from time to time in the overall composition of the Programme. The mix of training courses has been varied according to the best estimates available of future employment opportunities. Within particular sectoral areas, specialisations towards particular job skills have been modified. Similar variations are contemplated on an annual review basis. The most recent employment statistics available are for 1980 when 83% of participants in this Programme obtained stable employment on completion of a course of training. It is anticipated that the employment rate of this Programme may have dropped from the 1980 figure due to the prevailing economic conditions.

#### Number of Beneficiaries:

1976/78:	820
1977/79:	841
1978/80:	1.444
1979/81:	1.444
1980/82:	2.422
1981/83:	3.700 (estimated)

## **TRAINING OF DISADVANTAGED YOUTH BY AnCO**

### **Aims**

To provide special training facilities for disadvantaged young people for example, young people who leave school with no qualification, many of whom are educationally disadvantaged and/or come from economically deprived families.

### **Legal basis**

AnCO training for disadvantaged young people is provided on the same legal basis as for the training of other persons.

### **Contents**

Course content varies in the different centres but is aimed to provide a basic introduction to manual and/or clerical skills. Trainees may then be suitable to proceed to normal vocational training courses or gain employment directly. Courses run include Introduction to Sewing, Basic Engineering, Woodwork, Basic office Skills, Hairdressing, Crafts, Introduction to Catering, Welding/Fabrication and Introduction to Industry. The training programmes are geared towards developing self confidence as well as learning practical skills.

### **Financial resources**

These programmes are funded in the same way as other AnCO training programmes.

### **Institutional support**

Pre-training or vocational preparation programmes for the socially disadvantaged were established, with AnCO support, at three Dublin inner city centres in 1978. In 1981, there were 12 of these Special Workshops. There are 604 places on AnCO Workshops which in 1982 trained 1.127 persons.

### **Duration**

Ongoing. The duration of courses varies from 2-3 months up to one year for all workshops.

### **Effects**

A study by AnCO in 1979, found that trainees were very satisfied with these courses. The study also found that 85% of those trained had obtained a job after training.

## VOCATIONAL SERVICES OF THE NATIONAL REHABILITATION BOARD (NRB)

### Aims

The aim of these services is to assist disabled persons towards vocational integration in the community, and consequently towards the attainment of the highest possible level of financial, social and vocational independence.

### Legal basis

The Board was established by the Minister for Health in 1967 under the Health (Corporate Bodies) Act, 1961.

The functions of the Board outlined under Section 4 (b) of the National Rehabilitation Board (Establishment) Order 1961, include:

- (i) the provision of a service for the assessment of disability and the giving of vocational guidance to disabled persons;
- (ii) the training of disabled persons for employment suitable to their conditions of health; and
- (iii) the provision of a service for the placement of disabled persons in employment.

### Contents

For the purpose of providing assessment, counselling and placement in employment, training and/or sheltered work, the Board provides the following services:

(1) The Vocational Service: Forty-nine field staff are engaged in the vocational assessment of disabled young people and adults, in seeking suitable employment on the open labour market, in arranging skill training, activation (general work preparation) and sheltered employment. In relation to disabled school leavers, the Vocational Officers are involved in their preparation for employment, in assisting the transition from school to work, and in arranging any necessary post school services.

Disabled persons seeking employment under the Public Service Quota Scheme (see Measure IR-vi.14) must be registered with the National Rehabilitation Board and assessed by a Vocational Officer of the Board.

(1) Psychological Services: The Board's five psychologists are involved in psychological testing, vocational assessment and counselling of disabled persons referred to the Board.

(3) Medical Service: The Board's Medical Director and his staff provide medical assessment of disabled persons referred to the Board and participate in the vocational assessment services.

### Financial resources

Budget allocation from Department of Health and European Social Fund grant.

### Institutional support

The Board works closely with statutory and voluntary organisations engaged in the provision of services for disabled persons and has a special relationship with the National Medical Rehabilitation Centre.

### Duration

Ongoing.

**Effects**

In 1982, the Board's services effected the following numbers of placements:

To open employment:	1.236
To training:	1.707
To sheltered work:	339
New referrals:	2.702



## TRAINING SERVICES FOR THE DISABLED PROVIDED BY THE NRB

### Aims

The aim of these services is to supplement community training services, by providing special services for those disabled persons whose disability is such as to prevent them availing of training on an integrated basis.

### Legal basis

Health Act, 1970. The Health Act provides that Health Boards should make arrangements for the training of disabled persons. In practice, this statutory responsibility is discharged mainly through voluntary organisations, who receive state financial support for the provision of training.

### Contents

(1) Skill Training: Training at apprenticeship level is provided in woodwork and light engineering. Other areas of skill training include secretarial and business studies, draughting, watch and clock repair, horticulture, garment-making, driving (for mobility-impaired persons), electronic assembly, graphic design, computer appreciation.

(2) General Work Training: Training in work skills and social/personal competence is provided in community workshops, located in most counties. These workshops are available to persons having any disability, provided they have been referred by the Placement or Youth Employment Service of the National Rehabilitation Board.

(3) Vocational Training Units: Two year vocational preparation courses are carried out at a number of centres. These courses cater primarily for mentally handicapped school leavers. Their aim is to prepare such people for the transition from school to open or sheltered work.

(4) Sheltered work: Within the community workshops (see (2) above), long-term sheltered work is provided for any disabled person who does not have the capacity to cope with the demands of the open labour market. Voluntary organisations in the mental handicap field provide extensive sheltered work facilities for adult mentally handicapped persons. One sheltered workshop provides employment for approximately fifty visually handicapped persons. A small number of sheltered workshops catering mainly for physically disabled persons are also provided by voluntary organisations.

### Financial resources

State subvention, European Social Fund grants and private fund-raising (in the case of voluntary organisations).

The State contribution to running costs will usually take the form of capitation fees paid in respect of each client, a contribution to transport costs of trainees. The State normally contributes to capital costs also. These contributions are in addition to allowances paid by the state to each disabled person.

### Duration

Ongoing.

### Effects

Placements to training in 1982:	1.707
Placements to sheltered work in 1982:	339

Disabled (IR-vi.12)

## **SCHEME OF TECHNICAL AIDS TO EMPLOYMENT PROVIDED BY THE NRB**

### **Aims**

The scheme offers financial assistance to an employer wishing to adapt machinery or premises in order to employ a disabled person or maintain a newly disabled employee.

### **Legal basis**

This scheme is operated at the discretion of the Board.

### **Contents**

Grant aid for suitable schemes is available to a maximum of IR£ 5.000 for any one project. In order to qualify, the employer must be offering permanent employment to the disabled person concerned. Proposals for schemes are examined by personnel of the NRB and are subject in each case to the approval of the Board.

### **Financial resources**

Exchequer funding and European Social Fund grant.

### **Duration**

Ongoing.

### **Effects**

Three projects were assisted under this scheme in 1982. It is expected that the use of this scheme will increase as it becomes widely known.

**TRAINING OF THE HANDICAPPED BY AnCO -  
THE INDUSTRIAL TRAINING AUTHORITY**

**Aims**

To provide training for handicapped persons who have been assessed as suitable for training on an integrated basis with the able-bodied for open employment.

**Legal basis**

See AnCO courses in general, IR-iv.1-7

**Contents**

Specific programmes have been developed in co-operation with the National Rehabilitation Board (NRB), i.e.:

- (i) In-company training opportunities arranged for individuals.

**Financial resources**

Because of the integrated aspect of AnCO's provision for handicapped persons no special funding has been arranged. (A special allocation was however, awarded in 1981 for training in the Food, Drink and Tobacco Industry by the Industrial Training Committee).

**Institutional support**

The NRB has the statutory responsibility and expertise for assessment and placement of handicapped persons. Close liaison with the NRB in relation to their clients is encouraged.

**Duration**

See AnCO courses in general IR-iv.1-7

**Effects**

A study conducted by the Research and Planning Division of AnCO in 1978 on disabled AnCO trainees found that a proportion required additional social and motivational support while training. Training programmes involving co-operation with the NRB have been found to have high placement rates, i.e. 75%. In addition, many of the in-company training opportunities result in placement for the individuals concerned.

## **QUOTA SYSTEM FOR THE EMPLOYMENT OF THE DISABLED IN THE PUBLIC SECTOR**

### **Aims**

To secure for disabled persons a fair share of public employment.

### **Legal basis**

A government decision of 15th May, 1977 which has been endorsed by all subsequent governments.

### **Contents**

It is intended that a quota of 3% of disabled employees within the public service should be reached as soon as possible. The 'quota system' applies to government departments, local authorities, health boards, semi-state bodies, vocational education committees and universities.

### **Financial resources**

Only staff costs involved which are not separately identifiable.

### **Institutional support**

An interdepartmental committee is responsible for advising the Minister for Labour in relation to the development of the scheme, and monitoring its progress. The Secretary of this Committee is engaged on a full-time basis in furthering the scheme.

### **Duration**

Ongoing.

### **Effects**

In 1982, approximately 196 were placed in employment under the Quota Scheme.

## **TRAINING OF ITINERANTS**

### **Aims**

- To provide special training facilities to itinerants (travellers) in order to:
- (a) enable trainees to reach a sufficient level of proficiency suitable for entry to a main AnCO course;
  - (b) to increase participants prospects of securing stable employment;
  - (c) increase participants prospects of becoming gainfully self-employed by offering or making/selling a product;
  - (d) accelerate the rate of integration of participants into the settled community.

### **Legal basis**

Responsibility for the workshops is shared between the Departments of Education, Labour and Environment. The Department of Education pays the cost of teachers and overheads. The Department of Labour (through AnCO) pays training allowances to trainees and a per capita grant. The Department of Environment (through local authorities) provides and maintains the premises.

### **Contents**

Training programmes vary from Workshop to Workshop. Most trainees receive input on a number of topics including literacy, numeracy, social skills, metalwork, woodwork, sewing, cookery, crafts and introduction to industry.

### **Financial resources**

(See Legal basis).

### **Institutional support**

There are fifteen itinerant workshops. All have a local Management Committee representative of, in the main, AnCO, the Vocational Educational Committees, the local authority and the local itinerant Settlement Committee. 229 travellers were trained in 1982.

### **Duration**

Ongoing. Courses last up to one year.

### **Effects**

A study of trainees after completion found that about one half were either in employment or further training. Considering the disadvantages of this group, the figures are not surprising. A study of the difficulties in the Workshops found that problems of literacy and numeracy were severe handicaps in obtaining training in particular skills.

**7. Measures dealing with working time**

- Hours of Work Bill (IR-vii.1)

## **HOURS OF WORK BILL**

### **Aims**

To fix the normal working week at a statutory maximum of 40 hours and to limit the working of excessive overtime with the object of facilitating the expansion of employment in the economy.

### **Legal basis**

Legislation entitled "Hours of Work Bill" is being prepared (January 1984).

### **Contents**

The Bill provides for a maximum working week of 40 hours and it restricts overtime in order to facilitate the expansion of employment in the economy. At the same time, it provides the necessary flexibility to prevent difficulties in firms which have to work additional hours in peak periods.

### **Financial resources**

See "Institutional support" below.

### **Institutional support**

The legislation will be administered by the Department of Labour.

### **Duration**

The legislation will be permanent unless it is amended or revoked in the future.

### **Effects**

## **Chapter V: INFORMATION AND RESEARCH**

### **V.1. The Central Statistics Office (CSO)**

CSO is a government department which collects, compiles, analyses and publishes statistics relating to the various aspects of the social and economic life of the country. The sources of employment data published by the CSO are:

- (i) Census of Population;
- (ii) Labour Force Surveys;
- (iii) Registered Unemployment, for which the following analyses are carried out:
  - (a) monthly analysis of Register by area and sex. Information is given on the number of persons under 25 years of age (by sex) and on the number of workers on short-time. A seasonally adjusted series is also provided;
  - (b) quarterly analysis by age-group, area and sex; for two of the quarters the information collected is expanded to incorporate an analysis by duration of continuous registration;
  - (c) other analyses: industrial analysis which has been extended to include information concerning flows on and off the Live Register in the preceding month (monthly); an occupational analysis (quarterly); and an analysis by area of residence (quarterly).

### **V.2. The Economic and Social Research Institute (ESRI)**

An independent, non-profitmaking body set up in 1960, ESRI works to increase knowledge of the social and economic conditions of society with particular reference to Ireland. It conducts research by its own staff in close co-operation with the universities and other organisations.

### **V.3. National Board for Science and Technology (NBST)**

NBST is an advisory body to government on all matters relating to science and technology. It was established under the National Board for Science and Technology Act, 1977 which assigns it the following functions among others:

- to promote the application of science and technology to economic development;
- to provide finance for activities related to science and technology;
- to promote the co-ordination of public with private investment in science and technology and to prepare proposals for public investment.

With regard to the manpower area, the Board is also required to:

"engage in studies on manpower, in consultation with the appropriate interests, in connection with activities related to science and technology and where appropriate to promote the expansion and development of manpower for such activities".

Information and research studies with a manpower content in which the NBST is or has been involved include:

- Engineering Manpower for Economic Development (1981)
- Manpower Study of the Electronics Industry (ongoing)
- Microelectronics - The Implications for Ireland (1981)
- Analysis of Leaving Certificates results and applications to Third Level Colleges (ongoing)
- Research and Development in Ireland (ongoing)



#### **V.4. National Economic and Social Council (NESC)**

The Council is a state-sponsored body and was established in 1973. Its main task is to provide a forum for discussion of the principles relating to the efficient development of the national economy, and the achievement of social justice, and to advise the Government, through the Taoiseach (prime minister) on their application.

#### **V.5. Department of Labour**

The Department of Labour through its research fund usually commissions outside bodies such as the ESRI, universities, etc. to undertake research projects on various aspects of the labour market on its behalf. The Department also finances the annual School Leaver's Survey which is conducted in co-operation with the ESRI. This survey gives information on the employment status of young people who have left second-level education in the preceding year.

The Manpower Consultative Committee - MCC To assist in the formulation and review of manpower policy in Ireland, the Minister for Labour established the MCC in 1979. It is a tri-partite body made up of representatives of employer and trade union bodies and government departments and agencies. Its function is to advise the Minister for Labour on the implementation of labour market policy. The Committee has established a number of sub-committees and working parties to carry out research into particular aspects of labour market policy. Among the reports published by the MCC are a Report on Youth Unemployment, a Report on Attitudes to Industrial Employment, an Inventory of Research in Manpower-related Areas and an annual Guide to Third Level Education Output. Reports on the problems of the long-term unemployed, on the state of existing links between industry and third level education and forecasts of the supply of and demand for key personnel in the engineering sector are due to be published in 1984. The secretariat of the Committee is staffed by the Department of Labour.

#### **V. 6. AnCO - The Industrial Training Authority**

Data relating to the training activities of AnCO are published in its Annual Reports.

Within AnCO there is a Research and Planning Division whose overall aim is to undertake, or have undertaken, basic and applied research into various aspects of training so as to assist in the planning of policies best designated to meet current and future social, economic and technological needs.

Although primarily directed at internal organisational needs, much of the research is also of interest to public or private organisations and is made available to them. The Division also carries out research commissioned or funded by the European Commission and CEDEFOP.

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