

## LIST OF 1987 LEGISLATION

*This list indicates the titles of legislation and regulations on labour, social security and related subjects, adopted in 1987, which have been recorded by the International Labour Office.*

### ALGERIA

1/VIII Act No. 87-18 of 1 August 1987 on mutual societies. (*Journal officiel*, 12 Aug. 1987)

[The purpose of this Act is to define a mutual society and to set forth its purposes and means of operation and finance. It contains 9 Chapters: Ch. I, general provisions, deals with the conditions in which mutual societies may be established, their scope of application and their founding (mutual societies established by workers themselves). Ch. II defines the types of loans, loan beneficiaries and the method of loan calculation. Ch. III addresses mutual society bodies, i.e. their establishment, composition and functions. Ch. IV concerns amendment of the by-laws of mutual societies and their division, merger and dissolution. Ch. V deals with financial provisions, i.e. mutual societies' resources. Ch. VI with their accounting, and Ch. VII with disputes. Ch. VIII concerns the National Council of Mutual Societies, made up of representatives of mutual societies and of popular organisations. Finally, Ch. IX contains transitional provisions stipulating that the Act repeals all contrary provisions and in particular Ordinance No. 71-3 of 20 January 1971 on the reorganisation of mutual societies, as supplemented by Ordinance No. 71-85 of 29 December 1971.]

1/IX Decree No. 87-203 of 1 September 1987 setting forth the conditions applicable to the duration and maintenance of an employment relationship in certain construction and public works activities. (*ibid.*, 2 Sep.)

[The Decree lays down the period, not to exceed 18 months (which is renewable once), for a fixed-term employment relationship in the activities listed in an attached appendix.]

8/IX Decree No. 87-209 of 8 November 1987 setting forth how training and advanced training abroad is to be planned and managed. (*ibid.*, 9 Sep.)

[The Decree calls for the establishment of a council responsible for ensuring the co-ordination and supervision of training and advanced training programmes abroad. It defines in particular the types of training and advanced training affected, the categories of participants (students and workers), conditions for admission, supervisory and follow-up procedures, educational regulations, and general and financial requirements for candidates (e.g. conditions under which the employing entity bears the costs). It repeals all contrary provisions, particularly Decree No. 81-17 of 14 February 1981.]

8/XII Act No. 87-19 of 8 December 1987 laying down the manner for cultivating agricultural land which falls under national jurisdiction and setting forth the rights and duties of agricultural producers. (*ibid.*, 12 Sep.)

[The Act amends the manner in which agricultural land under public jurisdiction is to be cultivated. Land titles remain with the State, which grants agricultural collectives the transferrable right of use of this land in perpetuity. In return, the collectives are to pay rent to the State. The farmers also acquire full ownership rights in all forms of property other than the land. In addition, the Act stipulates that the producers' income shall come exclusively from the fruits of production. The State will no longer guarantee agricultural workers a wage and is no longer to be involved in the management of agricultural production. Ordinance No. 67-653 of 30 December 1968 and ss. 858 to 866 of Ordinance No. 75-68 of 26 September 1975, as amended, are repealed.]

### ANGOLA

25/IX Executive Decree No. 30 approving Regulations on the right to annual leave. (*Diário da República*, 25 July)

[Governs the right to paid annual leave guaranteed to all workers. The annual maximum period of leave is 30 calendar days.]

**ANTIGUA AND BARBUDA****26/II Ratification of Treaties Act 1987. No. 1.**

[Subsec. 3 of s. 3 provides: "No provisions of a treaty [as defined in the Act] shall become, or be enforceable as, part of the law of Antigua and Barbuda except by or under an Act of Parliament."]

**ARGENTINA****12/II Decree No. 182 to restore to the General Confederation of Labour the function of administering its property. (*Boletín Oficial*, 23 Feb.)****30/IV Decree No. 648 setting up a scheme for voluntary participation by beneficiaries of the National Social Welfare System for workers employed by others, and containing other provisions. (*ibid.*, 4 May)****10/VII Decree No. 1101 to establish the National Advisory Committee on the Integration of Disabled Persons. (*ibid.*, 27 Oct.)**

[The tasks of the Committee are, in particular, to do studies towards drawing up a national plan of assistance and support for disabled persons, to propose national programmes in the fields of prevention, promotion, assistance, protection and rehabilitation of disabled persons and to promote relationships between trade unions to co-ordinate activities and programmes.]

**AUSTRALIA****30/I Sex Discrimination (Operation of Legislation) (No. 2) Regulations (Amendment). Statutory Rules 1987. No. 4.****30/I Sex Discrimination (Operation of Legislation) (No. 3) Regulations (Amendment). Statutory Rules 1987. No. 5.****30/I Sex Discrimination (Operation of Legislation) (No. 1) Regulations (Amendment). Statutory Rules No. 8.**

[Substitutes Regulations 3 and 4 of the Sex Discrimination (Operation of Legislation) (No. 1) Regulations in regard to the operation of paragraphs 40(1)(a) and (b) of the Sex Discrimination Act 1984.]

**5/II Social Services (Reciprocity with the United Kingdom) Regulations (Amendment). Statutory Rules 1987. No. 16.**

[Amends the Social Services (Reciprocity with the United Kingdom) Regulations (Statutory Rules 1958 No. 30, as amended) by substituting new Schedules which reproduce agreements reached by the Governments of the United Kingdom and Australia.]

**11/II Public Service Regulations (Amendment). Statutory Rules 1987. No. 25.**

[Repeals Regulations 15, 53A, 61 to 61T of the Public Service Regulations and amends Regulations 48 (leave of absence without pay), 76 and 137.]

**23/IV Superannuation (Salary) Regulations (Amendment). Statutory Rules 1987. No. 70.**

[Circumstances where part of salary or wages is not to be treated as salary for purposes of the Superannuation Act 1976, among other matters.]

**18/V Equal Employment Opportunity (Commonwealth Authorities) Act 1987. No. 20.**

[The Act requires certain Commonwealth authorities to promote equal opportunity in employment for women and persons in designated groups (as defined in the Public Service Act). Part II calls upon the relevant authorities to develop programmes to that end, in consultation with trade unions and employees, to record statistics, to set objectives and quantitative and other indicators, and to monitor progress. Part III governs the annual and special reports submitted by the relevant authorities.]

**18/V Aboriginal Land Rights (Northern Territory) Amendment Act (No. 2) 1987. No. 18.**

[Amends the Aboriginal Land Rights (Northern Territory) Act 1976.]

**21/V Public Service Regulations (Amendment). Statutory Rules 1987. No. 90.**

[The amendments deal primarily with transfers, promotions and temporary performance of duties.]

**AUSTRALIA (cont.)**

- 21/V Protection (Australian Government Employees) Regulations (Amendment). Statutory Rules 1987. No. 91.

[Amended Regulations under the Merit Protection (Australian Government Employees) Act 1984, in particular regarding appeals and representation by an appropriate organisation.]

- 5/VI Aboriginal Land Rights (Northern Territory) Amendment Act 1987. No. 40.

- 5/VI Aboriginal and Torres Strait Islander Heritage Protection Amendment Act 1987. No. 39.

[An Act to amend the Aboriginal and Torres Strait Islander Heritage Protection Act 1984 to make certain provision for the preservation of the Aboriginal cultural heritage.]

- 5/VI Social Security and Veterans' Entitlements Amendment Act 1987. No. 88.

[Contains various amendments to the Social Security Act 1947, in particular on incapacity for work, unemployment benefits and family allowances.]

- 5/VI Social Security Amendment Act 1987. No. 77.

[Various amendments to the Social Security Act 1947, particularly in regard to administrative matters, rates for pensions and unemployment and sickness benefits, and payment of a pension by virtue of a reciprocal social security agreement (with a list thereof set out in an appendix).]

- 5/VI Aboriginal Land Rights (Northern Territory) Amendment Act 1987. No. 3.

[Substitutes new Part IV—Mining.]

- 5/VI Health Legislation Amendment Act 1987. No. 44.

[Amends the Health Insurance Act 1973, regarding entitlement to medical care benefit, and the National Health Act 1953 (minor amendment).]

- 5/VI Australian Institute of Health Act 1987. No. 41.

[Establishes the Australian Institute of Health, which is to be concerned with the collection and publication of health information and statistics.]

- 18/VI Public Service Regulations (Amendment). Statutory Rules 1987. No. 137.

[Amends ss. 8A and 8B of the Public Service Regulations regarding duties of officers and conflict of interest, and repeals Regulations 32 and 34.]

- 3/VII Public Service Regulations (Amendment) 1987. Statutory Rules No. 157.

[Inter alia, substitutes new Part VI—Redeployment and Retirement.]

- 22/VII Sex Discrimination (Operation of Legislation) (No. 2) Regulations 1987. Statutory Rules No. 158.

[Delineates the relationship of s. 40 of the Sex Discrimination Act to various state laws. Repeals the Sex Discrimination (Operation of Legislation) (Nos. 2 and 3) Regulations (Statutory Rules Nos. 192 and 196 of 1986 and Nos. 4 and 5 of 1987).]

- 5/XI Occupational Superannuation Standards Act 1987. No. 97.

[This Act lays down operating standards for certain superannuation funds (funds maintained to provide retirement and dependency benefits) and approved deposit funds. Part II specifies the standards which may be prescribed by regulation, particularly regarding the preservation of amounts deposited and their portability, investment of assets, disclosure of information to depositors and so forth. The functions of the Commissioner, who is to receive and certify an annual return from a fund and its trustees in relation to satisfying the operating standards, are set forth in Part III.]

- 5/XI Insurance and Superannuation Commissioner Act 1987. No. 98.

[By this Act, the Office of the Insurance and Superannuation Commissioner is established to perform functions under the Occupational Superannuation Standards Act 1987 and other Acts.]

- 5/XI Insurance and Superannuation Commission (Consequential Provisions) Act 1987. No. 99.

[Amends certain Acts in consequence of the enactment of the Insurance and Superannuation Commissioner Act 1987.]

- 6/XI Sea Installations Act 1987. No. 102.

[The purposes of the Act are to ensure that sea installations installed in adjacent areas are

**AUSTRALIA (cont.)**

operated with regard for the safety of the people using them and those nearby; to apply appropriate laws in relation to such sea installations, etc.]

25/XI Public Service Regulations (Amendment) 1987. Statutory Rules 1987. No. 270.

[Amendment regarding the creation and constitution of the Joint Council (including a chairperson nominated by the Department of Industrial Relations).]

11/XII Superannuation (Continuing Contributions for Benefits) Regulations (Amendment). Statutory Rules 1987. No. 290.

16/XII Community Services and Health Legislation Amendment Act 1987. No. 132.

[Various amendments, especially concerning nursing homes.]

16/XII Social Security and Veterans' Entitlements Amendment Act (No. 2) 1987. No. 130.

[Amends the Social Security Act 1947 in various respects, chiefly in relation to pensions, the family allowance supplement (amended Part IX) and child disability allowance (amended Part XII). Also amends other Acts.]

16/XII National Health Amendment Act (No. 2) 1987. No. 118.

[Amends the National Health Act 1953, chiefly in relation to payment of benefits and pharmaceutical benefits.]

18/XII Statute Law (Miscellaneous Provisions) Act 1987. No. 141.

[Amendments include addition of subsections (3) and (4) to s. 11 of the Human Rights and Equal Opportunity Commission Act 1986 (non-applicability to intelligence agencies), amendment of the Navigation Act 1912 in regard to certificates of equipment and of survey, and amendment of miscellaneous sections of the Public Service Act 1922.]

21/XII Occupational Superannuation Standards Regulations. Statutory Rules 1987. No. 322.

[Issued under the Occupational Superannuation Standards Act 1987.]

21/XII Merit Protection (Australian Government Employees) Regulations (Amendment). Statutory Rules 1987. No. 330.

[Substitutes new Part V—Redeployment and Retirement Appeal Committees.]

26/XII Fishing Industry Research and Development Act 1987. No. 174.

[Inter alia, sets up the Fishing Industry Research and Development Council.]

26/XII Fisheries Amendment Act 1987. No. 177.

[Amends the Fisheries Act 1952 to give effect to certain treaties, inter alia.]

**Queensland**

9/IV Industrial (Commercial Practices) Act and Another Act Amendment Act 1987. No. 3.

[Amends the Industrial (Commercial Practices) Act 1984–85 and the Industrial Conciliation and Arbitration Act 1961–1986. In particular, amends s. 5 of the latter Act in relation to interpretation of the term “strike”, and adds a new s. 29A which provides that in awarding research and development project awards, the awards of the Commission or any other industrial tribunal are not binding.]

23/IV Health Act Amendment Act 1987. No. 22.

[Inter alia, inserts new Division IVD on the application of agricultural chemicals (powers of inspection, use of agricultural chemicals by persons under 17 years of age, promulgation of further regulations) and a new Division IVE on hazardous substances.]

23/IV Superannuation Acts Amendment Act 1987. No. 27.

[Amends, inter alia, the State Service Superannuation Act 1972–85 and the Public Service Superannuation Act 1958–85 in regard to contributions, calculation of service, entitlement to benefits, lump sums and other matters.]

30/IV Family and Youth Services Act 1987. No. 32.

[Provides for assistance for families, youth and children, and for the licensing of child-care facilities.]

**Queensland (cont.)**

18/VI Workers Compensation Regulations 1987. (Queensland Government Gazette, 26 June 1987)

[Cover conditions for insurance under the Workers Compensation Act and applications and hearings, inter alia. Forms and schedules of rates appear in appendices. Entry into force 1 July 1987.]

25/VI Industrial Conciliation and Arbitration Regulations 1987. (ibid.)

[Issued under the Industrial Conciliation and Arbitration Act, these Regulations contain provisions on registration of industrial unions of employees and of employers, union accounts, disputed elections, licences to work, detailed wage statements for employees and penalties. They come into effect 1 July 1987.]

1/X Primary Producers' Organisation and Marketing Act Amendment Act 1987. No. 57.

[Amends the Primary Producers' Organisation and Marketing Act 1926-87 in various respects, including the establishment, operation and accountability of bodies representing agricultural producers.]

1/X Statistical Returns Act Amendment Act 1987. No. 58.

[Amends s. 4 of the Statistical Returns Act, providing for the collection of statistics on population, factories and manufacturing industries, wages, employment and unemployment, mining and other subjects.]

29/X Trading Hours Act 1987. No. 61.

[Amends the Factories and Shops Act 1960 in relation to opening and closing hours of shops (including exemptions). Makes conforming amendments to the Industrial Conciliation and Arbitration Act 1961 and the Anzac Day Act 1921.]

14/XI Construction Safety Act Amendment Act. No. 48.

[Amends the Construction Safety Act 1971 in relation to definitions, powers of inspectors, duties of the owner and constructor and restricted employment in certain occupations. Substitutes a new Division III (Prescribed and Approved Methods of Work and Notifiable Work).]

14/XI Industry and Commerce Act Amendment Act. No. 49.

[Amends the Industry and Commerce Training Act 1979 in relation to definitions; powers of the Commission, committees and subcommittees; transfer of apprentices; other trainees and approval of training programmes, inter alia.]

16/XI Superannuation Acts Amendment Act (No. 2) 1987. No. 64.

[Amends the State Service Superannuation Act and the Public Service Superannuation Act, especially in relation to retirement before reaching age 60.]

1/XII Industrial Conciliation and Arbitration Act and Another Act Amendment Act 1987. No. 76.

[Amends the Industrial Conciliation and Arbitration Act 1961-87 by inserting new provisions on voluntary employment agreements (varying the effect of an award or industrial agreement). Supplements s. 101 on prejudice to an employee for refusal to enter into a voluntary employment agreement. Awards are to prevail over such an agreement (s. 123 as amended).]

**South Australia**

12/III Regulations under the Industrial Safety, Health and Welfare Act 1972. No. 33 of 1987. (*South Australia Government Gazette*, 12 Mar. 1987)

[Substitutes new Regulation 162A of the Construction Safety Regulations 1974 in regard to minimum age, training and other requirements for the operation of forklifts.]

12/III Regulations under the Industrial Safety, Health and Welfare Act 1972. No. 34 of 1987. (ibid.)

[Substitutes new Regulation 32A of the Industrial Safety Code Regulations 1975 in regard to minimum age, training and other requirements for the operation of forklifts.]

12/III Regulations under the Industrial Safety, Health and Welfare Act 1972. No. 35 of 1987. (ibid.)

**South Australia (cont.)**

- [Substitutes new Regulation 17 of the Commercial Safety Code Regulations 1978 in regard to minimum age, training and other requirements for the operation of forklifts.]
- 9/IV Industrial and Commercial Training Act Amendment Act 1987. No. 11.  
[In s. 9 of the Act, substitutes "the Office of Employment and Training" for "the Department of Industrial Affairs and Employment".]
- 23/IV Lifts and Cranes Act Amendment Act 1987. No. 30.  
[Amends ss. 4, 12, 14, 16, 17 and 25 of the Lifts and Cranes Act 1985, particularly regarding penalties, certificates of capacity and approved codes of practice, and repeals s. 13.]
- 30/IV Pitjantjatjara Land Rights Act Amendment Act 1987. No. 50.  
[Various amendments to the Pitjantjatjara Land Rights Act 1981, particularly regarding mineral resources.]
- 7/V Industrial Conciliation and Arbitration Act Amendment (Statute Law Revision) Act 1987. No. 55.  
[This Act replaces many definitions contained in the Industrial Conciliation and Arbitration Act 1972. It also revises that Act in regard to presentation of claims (s. 15), commencement of proceedings before the Commission or a Committee (ss. 30 and 73), conflicts over the application of an award (s. 55), appeals in relation to an award (ss. 96–98), employee rights upon termination of employment (ss. 81–82) and other matters. Finally, numerous provisions of the 1972 Act are amended to make them sex-neutral.]
- 28/IV Regulations under the Industrial Safety, Health and Welfare Act 1972. No. 98. (*South Australia Government Gazette*, 28 May 1987)  
[Amend Regulation 162A of the Construction Safety Regulations 1974, regarding requirements, including minimum age, for the operation of fork lifts.]
- 28/V Regulations under the Industrial Safety, Health and Welfare Act 1972. No. 99. (ibid.)  
[Amend Regulation 23A of the Industrial Safety Code Regulations 1975, in relation to requirements, including minimum age, for the operation of fork lifts.]
- 28/V Regulations under the Industrial Safety, Health and Welfare Act 1972. No. 100. (ibid.)  
[Amend Regulation 17 of the Commercial Safety Code Regulations 1978, regarding requirements, including minimum age, for the operation of fork lifts.]
- 22/X Education Act Amendment 1987. No. 61.  
[Conditions for taking long-service leave.]
- 22/X Technical and Further Education Act Amendment Act 1987. No. 62.  
[Conditions for taking long service leave.]
- 5/XI Long Service Leave Act 1987. No. 73.  
[Provides that a worker who has ten years or more service is entitled to long service leave (or payment in lieu thereof in case of termination) of 13 weeks in respect of the first ten years of service and 1.3 weeks of leave in respect of each subsequent year of service. Repeals the Long Service Leave Act 1967.]
- 19/XI Long Service Leave (Building Industry) Act 1987. No. 77.  
[Repeals and replaces the 1975 Act of the same name.]
- 17/XII Workers Rehabilitation and Compensation Act Amendment Act 1987. No. 106.

**Victoria**

- 28/IV Coal Mines (Amendment) Act 1987. No. 6.  
[Amends the Coal Mines Act 1958 to provide lump-sum payments in place of allowances from the Victorian Coal Miners' Accidents Relief Fund.]
- 28/IV Shop Trading Act 1987. No. 10.  
[Relates to hours of work.]
- 12/V Community Services Act 1987. No. 16.

**Victoria (cont.)**

[Changes the title of the Community Welfare Services Act 1970 and amends it in regard to guiding principles and welfare services, inter alia.]

## 12/V Co-operation (Amendment) Act 1987. No. 17.

[Amends the Co-operation Act 1981, in particular with regard to the financial affairs of co-operatives.]

## 12/V Industrial Relations (Miscellaneous Amendments) Act 1987. No. 28.

[Amends the Industrial Relations Act 1979 in regard to various procedural aspects of the functioning of the Commission and its members' powers.]

## 12/V Public Service (Amendment) Act 1987. No. 34.

[Amends the Public Service Act 1974 as to retirement and resignation.]

## 25/VIII Equal Opportunity (Amendment) Act 1987. No. 46.

[Amends the Equal Opportunity Act 1984 (Act No. 10095 as amended by Act No. 10247) in regard to the Commissioner for Equal Opportunity's power to initiate investigations in certain cases and the removal of discriminatory language from certain other Acts.]

## 27/X Victoria State Emergency Service Act 1987. No. 57.

[Reconstitutes the Victoria State Emergency Service; repeals the Victoria State Emergency Service Act 1981. Includes provisions on compensation in case of injury for employees of the Service.]

## 27/X Superannuation Schemes (Accident Compensation) Act 1987. No. 58.

[Brings payments made under the Accident Compensation Act 1985 into account in determining superannuation benefits for public sector employees and generally amends the Acts under which certain public sector superannuation schemes are administered.]

## 24/XI Health (Children's Services) Act 1987. No. 73.

## 24/XI Intellectually Disabled Persons' Services (Amendment) Act 1987. No. 74.

[Inter alia, amends the Intellectually Disabled Person Services Act 1986.]

## 1/XII Accident Compensation (Amendment) Act 1987. No. 83.

[Amends the Accident Compensation Act 1985 with the purpose of improving the operation of the Work Care Scheme, which is designed to rehabilitate injured workers and facilitate their early return to work, as well as to increase the suitable employment available to them. Many of the amendments deal with the Accident Compensation Tribunal, its procedures and Fund. Makes conforming amendments to the Workers Compensation Act 1958.]

## 1/XII Teaching Service (Amendment) Act 1987. No. 94.

[Abolishes the Victorian Teaching Service Conciliation and Arbitration Commission and allows the Industrial Relations Commission of Victoria to deal with matters dealt with by the abolished Commission, and makes consequential amendments.]

**Western Australia**26/VI Equal Opportunity (Statutory Exceptions) Regulations 1987. (*Government Gazette of Western Australia*, 26 June 1987)

[Extends the periods under s. 69 of the Equal Opportunity Act 1984 until 8 January 1988 in relation to the Factories (Health and Safety) Regulations, the Shops and Warehouses (Health, Safety and Welfare) Regulations, the Factories (Lead Materials) Regulations 1971 and the Factories (Welfare) Regulations.]

28/VIII Mines Regulation Amendment Regulation 1987. (*ibid.*, 28 Aug.)

[Inserts new regulations 12.24 and 12.25, on pressure vessels and cranes respectively, in the Mines Regulation Act Regulations 1976.]

**AUSTRIA**24/II Federal Act of 24 February 1987 amending the Act of 1986 on the federal ministries, the Employment Market Promotion Act of 1975 and the Food Act of 1975. Text 78. (*Bundesgesetzblatt*, 12 Mar. 1987)

**AUSTRIA (cont.)**

[Sec. VIII of this Act amends s. 39b(3) (on granting allowances) of the Employment Market Promotion Act (see LS 1968—Aus. 2, 1973—Aus. 1A), which had been most recently amended by the Act published in *BGBI.* No. 61/1983.]

- 27/III Federal Act of 27 March 1987 amending the Act of 1967 concerning family charges equalisation. Text 132. (*ibid.*, 10 Apr.)

[Amends s. 39(5) (a) of the Act concerning family charges equalisation (LS 1967—Aus. 2) in regard to the sources of finance for the Family Allowances Equalisation Fund.]

- 7/IV Federal Act of 7 April 1987 amending the compulsory school attendance Act 1985. Text 161. (*ibid.*, 30 Apr.)

[Amends s. 21(2) of the compulsory school attendance Act 1985 (Text 76) in regard to apprenticeship arrangements.]

- 8/IV Federal Act of 8 April 1987 amending the conditions regarding entitlement to social insurance. Text 158. (*ibid.*)

[Amends s. 346 of the Social Insurance Act (LS 1955—Aus. 3 (extracts) . . . 1961—Aus. 2), as amended, in relation to the federal arbitration committee. Particularly in regard to contributions, also amends ss. 25 to 27, 29, 30, 33, 35 and 118 of the federal Act respecting social insurance for self-employed persons engaged in small-scale industry (Text 560 of 1978) and s. 8 of the federal Act respecting social insurance for members of the liberal professions (Text 624 of 1978), both as amended.]

- 15/V Federal Constitutional Act of 15 May 1987 amending the Federal Constitutional Act of 1929. Text 285. (*ibid.*, 3 July)

[Amends s. 20 of the 1929 Act by imposing an obligation on persons employed by federal, state or local government to remain silent as to all official acts whose secrecy is required by public order and security.]

- 15/V Federal Act of 15 May 1987 amending the Wages Act 1956 [*BGBI.* No. 54/1956], the Judges Act [*BGBI.* No. 305/1961], the Act on additional payments [*BGBI.* No. 485/1971], the federal Act on pensions for theatre personnel [*BGBI.* No. 159/1958] and the 1979 Act governing the rights of civic servants [*BGBI.* No. 1979/1958]. Text 237. (*ibid.*, 19 June)

[Sets forth new rates for wages and other payments. Amends the Act governing the rights of civil servants, in particular concerning dismissal for inadequate performance (s. 22), pay cuts in case of suspension (s. 112(4)) and application of certain sections of the Act to postal staff (s. 184a). Various dates of entry into force are specified in s. XII.]

- 15/V Federal Act of 15 May 1987 amending the 1948 Act on persons serving under contracts of employment [*BGBI.* No. 86/1948], as last amended by *BGBI.* No. 388/1986]. Text 238. (*ibid.*, 19 June)

[The amendments set forth new rates for wages and other payments, and refer to conditions of Austrian citizenship and minimum age in relation to the application of certain sections. Various dates of entry into force are contained in s. VI.]

- 2/VI Order of the Federal Ministry of Economic Affairs of 2 June 1987 authorising shorter time-periods for learning certain apprenticed trades. Text 25. (*ibid.*, 25 June)

[Sets forth the trades to which the Order applies and the conditions applicable to exercising the option of a shorter apprenticeship. Issued under the Vocational Training Act (LS 1969—Aus. 1).]

- 5/VI Federal Act of 5 June 1987 amending the Unemployment Insurance Act 1977 [LS 1977—Aus. 2]. Text 290. (*ibid.*, 3 July)

[Amends ss. 12(6) (c), 21(1), 21(5), 36(2), 36(3) (B), 60(2) and 69(1), in particular regarding income from independent activities and calculation of a worker's income for purposes of determining the amount of unemployment insurance benefit. Henceforth, the benefit will be calculated on the basis of average earnings for the six months immediately preceding unemployment, instead of on the last monthly salary.]

- 19/VI Order of the Federal Ministry of Economic Affairs of 19 June 1987 amending the list of apprenticeship trades. Text 299. (*ibid.*, 10 July)

[Duration of apprenticeship in several construction trades.]



**AUSTRIA (cont.)**

- 27/VI Federal Act of 26 June 1987 amending the Act on the representation of federal employees. Text 310. (*ibid.*, 16 July)

[Amends the Act (*BGBI.* No. 133/1967, as last amended by *BGBI.* No. 295/1985) in various respects, including introduction of sex-neutral terminology. In particular, contains revised provisions on meetings of the staff (s. 6(9)), time-limits under the Act (ss. 10(7) and (9)), protection of personal data (s. 10a(2)), establishment of special committees (s. 11) and central committees (s. 13), voting (s. 19 and 20), the status of committee members (s. 21) and their protection (s. 27). Provides that in work places employing at least five employees and where no works committee has been elected, a personal representative shall be elected (s. 30).]

- 3/VII Federal Act of 3 July 1987 amending the Federal Act respecting the employment of children and young persons [LS 1982 Aus. 1 (cons.)]. Text 338. (*ibid.*, 24 July)

[Inserts a new subsection (9) in s. 11 providing that a young person being trained as a driver may spend no more than four hours per day and 20 hours per week at the wheel. Adds new subsections (5) and (6) to s. 15 calling for driving breaks every two hours and falling within working hours. New s. 26a deals with recordkeeping in relation to time spent at the wheel.]

- 13/VII Ordinance of 13 July 1987 of the Federal Ministry of Labour and Social Affairs amending the Ordinance on the arrangements in firms for implementing the Workers' Protection Act [LS 1972—Aus. 1]. Text 399. (*ibid.*, 21 Aug.)

[Amends s. 9(10) of the Ordinance (*BGBI.* No. 2/1984) with regard to minimum requirements for the availability of a doctor for workers on the night shift.]

- 13/VII Order of the Federal Ministry of Labour and Social Affairs of 13 July 1987 amending the 1974 Order which issued rules for Works Councils. Text 364. (*ibid.*, 31 July)

[The Order contains a variety of amendments to the 1974 Order, which was adopted under the Act on works councils (published as LS 1973—Aus. 2). The amendments address the role of the works council in relation to redundancies and dismissals and its review of financial information (ss. 56a, 58(2), 63(3), (4) and (5) and 64). They deal in particular with periods of notice for calling meetings, use of the sex-neutral title "president" instead of "chairman" and judicial resolution of disputes (s. 33(7) of the Order). A new Division 8, entitled "Representation of Young Persons in the Enterprise", is inserted after s. 50.]

- 30/VII Order of the Federal Ministry of Labour and Social Affairs of 30 July 1987 issuing Regulations governing the establishment and functioning of disputes boards. Text 444. (*ibid.*, 15 Sep.)

[The Order was issued under the Collective Labour Relations Act (LS 1973—Aus. 2), as amended (see ss. 144–146, 161). A disputes board shall be established upon the application of either party to a dispute. These Regulations set forth the place where the board is to hold sittings under specified circumstances, the procedures governing applications and the criteria for determining their acceptance. They also govern the composition of disputes boards and questions of partiality, procedure and decision-making. With the entry into force of the new Regulations, those contained in *BGBI.* No. 354/1974 (as reproduced in *BGBI.* No. 561/1975) are repealed.]

- 30/VII Order of the Federal Ministry of Labour and Social Affairs of 30 July 1987 issuing regulations on the management of the Central Conciliation Office. Text 415. (*ibid.*, 28 Aug.)

[This Order sets forth the responsibilities of the Central Conciliation Office and contains procedural guide-lines for minimum wage-fixing, payments to apprentices and conciliation proceedings in collective disputes. It was issued under the Works Councils Act (Federal Act respecting collective labour relations (LS 1973—Aus. 2)).]

- 6/VIII Order of the Federal Ministry of Education, Culture and Sports of 6 August 1987 amending the Order on the curricula for establishments of higher technical instruction. Text 487. (*ibid.*, 9 Oct.)

- 12/VIII Order of the Federal Ministry of Labour and Social Affairs of 12 August 1987 amending the Order on employment certificates for purposes of unemployment insurance claims. Text 416. (*ibid.*, 28 Aug.)

[The amendments to s. 1(Z) (10) of the Order of 21 December 1978, as amended, sets gross earnings during the 26 weeks preceding unemployment as the basis for calculating unemployment compensation. Issued under the Unemployment Compensation Act (LS 1977—Aus. 2).]

- 12/VIII Order of the Federal Ministry of Labour and Social Affairs of 12 August 1987 amending the Order on emergency assistance. Text 417 (*ibid.*)

**AUSTRIA (cont.)**

- [Adds new subsections (6) to (8) to s. 6 of the Order of 10 July 1973 (*BGBI.* 352) in regard to what constitutes income.]
- 12/VIII Order of the Federal Ministries of Labour and Social Affairs, Economic Opportunities and the Economy and Transport of 12 August 1987 amending the Order on the prohibition and limitation of work by young persons. Text 419 (*ibid.*)
- [Amends the Order of the Federal Ministries of Social Administration and Commerce, Trades and Industry of 2 October 1981 on the prohibition and limitation of work by young persons. The amendments permit young persons to engage in fueling, loading and driving vehicles under certain conditions.]
- 12/VIII Order of the Federal Ministries of Labour and Social Affairs, Economic Opportunities and Economy and Transport of 12 August 1987 on weekly report forms for young persons [in employment]. Text 420 (*ibid.*)
- [Sets forth the model form for weekly reports to be made in connection with young persons who are working while receiving training as drivers.]
- 25/VIII Order of the Federal Government of 25 August 1987 amending the Order of 16 January 1988 (*BGBI.* No. 35) on the leadership of organisations of federal employees. Text 441. (*ibid.*, 10 Sep.)
- [Amends the 1968 Order (as amended in *BGBI.* 526/1975) to introduce sex-neutral language and to provide for abstention in voting, *inter alia*.]
- 21/IX Order of 21 September 1987 of the Federal Ministry of the Economy and Transport on special training for drivers of vehicles transporting hazardous goods. Text 506. (*ibid.*, 30 Oct.)
- [Sets forth the training's scope, duration, certification, etc. Repeals the Order of 5 September 1979 (*BGBI.* 403/1979, as amended in *BGBI.* 229/1985) on the same subject.]
- 9/X Order of the Federal Ministry of Labour and Social Affairs of 9 October 1987 amending the General Order on Workers' Protection. No. 593. (*ibid.*, 15 Dec.)
- [Amends ss. 38 and 50 of the General Order on Workers' Protection (*BGBI.* 218/1983, as amended), issued under the Worker's Protection Act (LS 1972—Aus. 1), in relation to safety standards applicable to working with electricity.]
- 4/XI Federal Act of 4 November 1987 amending the Agricultural Labour Act 1984. Text 577. (*ibid.*, 4 Dec.)
- [This Act contains numerous miscellaneous amendments to the Agricultural Labour Act (*BGBI.* 1984/287), particularly regarding procedural aspects of the conciliation process involving collective agreements. It also provides for continuing the powers of an outgoing works council before the newly elected works council takes over; and it governs their election and term of office. Under new s. 194(7)(3), the works council has responsibility for watching over the implementation of rules on workers' protection, social security and training. The amendment also specifies areas in which employers must keep the works council informed (collection of computerised personal data on workers, employer's financial status, etc.) Also amends s. 237 on penalties.]
- 23/XI Order of the Federal Ministry for Economic Opportunities and the Federal Minister of Labour and Social Affairs of 23 November 1987 amending the General Safety Order for Machinery and Devices. Text 667. (*ibid.*, 30 Dec.)
- [Amends the Order (*BGBI.* 219/1983) in relation to electrical standards.]
- 24/XI Federal Act of 24 November 1987 amending the Act of 1967 on family subsidies and the Act of 1987 on the federal budget. Text 604. (*ibid.*, 22 Dec.)
- [Amends the Act on family subsidies (LS 1967—Aus. 2) in particular by adding a new Division IIa (Family subsidies in case of severe hardship; ss. 38a–39c). Extends coverage from students under age 25 to those under age 27.]
- 25/XI Federal Act of 25 November 1987 amending the federal Act on granting working assistance benefits (weekly payments) to mothers who are self-employed in the liberal professions, agriculture and forestry (2nd amendment to that Act). Text 613. (*ibid.*, 23 Dec.)
- [Amends ss. 1(2), 5(2) and 6(4) of the Act (*BGBI.* 359/1982, as amended) in conjunction with changes made in the Farmers' Social Security Act.]
- 25/XI Federal Act of 25 November 1987 amending the Construction Workers' Leave Act [*BGBI.*

**AUSTRIA (cont.)**

414/1972], the Workers' Termination Act [*BGBI.* 107/1979] and the Insolvency (Wage Guarantee) Act [LS 1977—Aus. 1]. Text 618. (*ibid.*)

[This Act changes the title of the 1972 Act to the Construction Workers' Leave and Termination Act. It introduces a new Division III, entitled Conditions of Termination (ss. 13a-13h), which governs rights to severance pay in various cases. The amount of severance pay ranges from two months' wages for a worker who has completed 156 weeks of employment to 12 months' wages for a worker having worked over 1,300 weeks (s. 13d). The Act also amends sections dealing with administration of the Leave and Severance Pay Fund and its financing and makes miscellaneous conforming amendments. A new subsection (3) is added to s. 2 of the Workers' Termination Act of 1979 in regard to calculating continuous service. The Insolvency (Wage Guarantee) Act is amended to provide, *inter alia*, that employers are to pay a supplement; when it has been paid, no claim to severance pay can be made in case of insolvency (amendment of s. 12(1)(Z) and addition of subs. Z5 to s. 1(3)). With the exceptions detailed in Part V of this Act, the amendments entered into force 1 October 1987.]

- 25/XI Federal Act of 25 November 1987 amending the law regarding social rights (Social Rights Amendment 1988 Act; 44th amendment to the General Social Security Act; amendment of the Special Assistance Act and of the Act on night shift work and heavy work). Text 609. (*ibid.*)

[This Act introduces numerous amendments to the General Social Security Act (LS 1955—Aus. 3 . . . 1961—Aus. 2), particularly in regard to retirement pensions, employment injury and sickness insurance. In a measure to be phased in by 1994, time spent in full-time education will no longer count towards entitlement to a pension. In addition, the period on which average wages are based for purposes of calculating a pension will be extended from ten to 15 years, also on a phased-in basis until 1992. Where a person receives two pensions, a portion of the second pension which exceeds a certain amount will be withheld. The Act also provides for pension insurance for time spent caring for a handicapped child and introduces new provisions regarding employment injuries involving a person who is over the age of 50. Finally, it contains transitional measures under the Special Assistance Act (*BGBI.* 642/1973, as amended) and the Act on night shift work and heavy work (*BGBI.* 354/1981, as amended).]

- 25/XI Federal Act of 25 November 1987 amending the Social Insurance Act for persons in the liberal professions (13th amendment to that Act). Text 610. (*ibid.*)

[Introduces numerous amendments to the above-cited Act (*BGBI.* 560/1978, as amended), particularly in relation to retirement pensions, employment injury and sickness insurance for white-collar employees. In a measure to be phased in until 1994, time spent in full-time education will no longer count towards entitlement to a pension. In addition, the period on which average wages are based for calculating a pension is reduced from 15 to ten years, also on a phased-in basis until 1992. The Act further contains provisions on employment injuries involving persons over the age of 50, determination of invalidity and a series of transitional measures.]

- 25/XI Federal Act of 25 November 1987 amending the Farmers' Social Insurance Act (11th amendment to that Act). Text 611. (*ibid.*)

[This Act makes numerous amendments to the Farmers' Social Security Act (*BGBI.* 559/1978, as amended), particularly regarding retirement pensions, employment injury and sickness insurance. It contains provisions on employment injuries involving persons over the age of 50 and determination of invalidity, as well as a series of transitional provisions.]

- 25/XI Federal Act of 25 November 1987 amending the Act on sickness and accident insurance for civil servants (16th amendment to that Act). Text 612. (*ibid.*)

[The amendments to the above-cited Act (*BGBI.* 200/1967, as amended) include a provision phasing out, until 1994, pension credit for time spent in full-time education. The amendment Act introduces changes in relation to employment injury insurance and a reduction of a second pension exceeding a certain amount. It also contains other miscellaneous amendments.]

- 25/XI Federal Act of 25 November 1987 amending the Unemployment Insurance Act [LS 1977—Aus. 2]. Text 615. (*ibid.*)

[Contains various amendments to the 1977 Act, as amended, particularly in regard to administrative aspects of unemployment insurance, conditions for the loss of a right to benefits, estimation of a self-employed person's income, travel outside the country and the relationship of unemployment benefits to other subsidies.]

- 25/XI Federal Act of 25 November 1987 amending the Employment Promotion Act [LS 1969—Aus. 2], the General Social Security Act [LS 1955—Aus. 3 (extracts) . . . 1961—Aus. 2], the Act

**AUSTRIA (cont.)**

on Social Security in the Trades [*BGBI.* 560/1978] and the Farmers' Social Security Act [*BGBI.* 599/1978]. Text 616. (*ibid.*)

[Amends the Employment Protection Act in relation to limitations on wage attachments and social security for persons receiving assistance under that Act. Makes minor administrative and temporary amendments to the Unemployment Insurance Act. Amends the Acts on social security for farmers and in the trades with respect to the purposes for which contributions may be taken into account. Repeals the Act amending various Acts which was published in *BGBI.* 78/1987. Entry into force 1 January 1988.]

- 4/XII Notification of the Chancellor and Federal Ministry for Labour and Social Affairs of 4 December 1987 issuing the consolidated text of the Federal Act on employment of children and young persons. Text 599. (*ibid.*, 18 Dec.)

[The notification lists all amendments to the Federal Act on the employment of children and young persons (LS 1948—Aus. 1 . . . 1982—Aus. 1 (cons.)) and sets forth the consolidated text. The two amendments since 1982, of 3 February 1983 and 3 July 1987, amended, respectively, s. 32 on annual leave for young persons and ss. 10, 15 and 26a in relation to the maximum time young drivers may spend at the wheel.]

- 15/XII Federal Act of 15 December 1987 amending the Working Hours' Act [LS 1969—Aus. 4A] as amended by *BGBI.* 144/1983. Text 647. (*ibid.*, 29 Dec.)

[Amends s. 4(5) to provide that workers in sales and commerce may, over a four-week period, work 44 hours in a particular week, as long as the normal working hours for the four-week period (as defined in s. 3) or a collective agreement are not exceeded. A collective agreement may provide for extension of the period beyond four weeks. Entry into force 1 January 1988.]

- 15/XII Federal Act of 15 December 1987 amending the Act on rules governing public servants [*BGBI.* 1979/333], the Act on rules governing judges [*BGBI.* 1961/305], the Act governing public school teachers [*BGBI.* 1984/302], the Act governing public school teachers and forestry teachers [*BGBI.* 1985/296], the Act on contract employment [*BGBI.* 1948/86] and the Act on the federal forestry service [*BGBI.* 1986/298], all as amended. Text 641. (*ibid.*)

[The amendments deal mainly with the duty not to reveal information in the interest of public order and security.]

- 16/XII Ordinance of the Federal Ministry of Labour and Social Affairs of 16 December 1987 amending the Ordinance on work certificates for entitlement to unemployment compensation. Text 4. (*ibid.*, 5 Jan. 1988)

[Concerns calculation of annual leave days as days worked in cases of a disagreement over entitlement to such leave or insolvency of the employer.]

**BARBADOS**

- 30/I The Civil Establishment (General) Order 1987. S.I. No. 52.

[Sets forth a system for determining remuneration levels, inter alia, with details in Schedules attached. Revokes the Civil Establishment (General) Order 1982.]

- 30/I The Civil Establishment (Teachers) Order 1987. S.I. No. 53.

[Sets forth a system of determining remuneration levels, inter alia. Revokes the Civil Establishment (Teachers) Order 1980.]

- 16/II Pensions (Miscellaneous Provisions) Act 1987. No. 1. (Official Gazette, 1987, 27 Feb., Supplement)

[Amends the Casual Employees (Pensions) Act (Cap. 20) and the Statutory Boards Casual Employees (Pensions) Act (Cap. 383), particularly in relation to early retirement and disability retirement from the public service.]

- 28/V National Insurance and Social Security (Self-Employed Persons) (Amendment) Regulations 1987. S.I. No. 73.

[Substitutes "2.5 per cent" for "2 per cent" in the First Schedule to the 1970 Regulations of the same name.]

- 28/V National Insurance and Social Security (Collection of Contributions) (Amendment) Regulations 1987. S.I. No. 74.

**BARBADOS (cont.)**

[Substitutes new paragraphs (f) and (h) to the 1967 Regulations of the same name, in regard to employees' and employers' contribution rates.]

23/VII Occupational Training (Amendment) Act 1987. No. 27. (Official Gazette, 27 July, Supplement)

[Amends ss. 2, 6, 7 to 12G, 14, 15 and 29 of, and the Second Schedule to, the Occupational Training Act 1979 (Cap. 42) in regard to funding, financial matters, contributions and penalties. Under s. 15 as amended, an employer shall, before employing an apprentice or trainee under 18 years of age, obtain a medical certificate attesting to his or her fitness for the occupation in which training is sought. Revokes the Occupational Training (National Training Fund Contribution) Order 1985.]

5/VIII Law Revision Order 1987. S.I. No. 110.

[Sets forth removal of and additions to pages of the *Laws of Barbados*, indicating the law in force on a variety of topics (including pensions, occupational training, factories and severance payments).]

**BELGIUM**

16/I Royal Order amending the Royal Order of 28 February 1963 issuing general regulations on protection of the population and of workers from the dangers of ionising radiation. (*Moniteur belge-Belgisch Staatsblad*, 12 Mar. 1987)

[Many amendments, dealing particularly with: (1) medical supervision of workers who are occupationally exposed to ionising radiation, as well as of apprentices and students (s. 11); (2) information and training of this personnel, with special attention to informing pregnant women (s. 12); and (3) group and individual protection measures to employ under normal conditions and in case of accidents (ss. 13 et seq.).]

20/I Royal Order approving Decision No. 28 of 28 November 1985 of the Central Committee for Rhine Navigation, amending the Regulations on the transport of dangerous materials on the Rhine (annexed to the Royal Order of 2 December 1971), and setting forth the means of application of Decision No. 28. (*ibid.*, 18 Feb.)

[The text of Decision No. 28 is attached in an appendix.]

21/I Act on major industrial accidents in certain industrial activities. (*ibid.*, 10 Mar.)

[This Act concerns the prevention of major accidents which may be caused by certain industrial activities, as well as the limitation of their consequences for humankind and the environment. It is designed to implement the European Communities Directive No. 82/501/EEC of 24 June 1982 for the same purpose. The Act provides that notice of all industrial activities shall be sent to the competent authorities, who may take various measures (such as emergency plans, plans of action, informing the population, etc.) by means of the procedures and methods defined in the Act. In appropriate cases, information shall be sent to the neighbouring States concerned. The Act also calls for penalties and an inspection system carried out by designated officials. A list of the industrial installations and substances referred to in s. 2 of the Act, as well as a list of the information to provide in case of a major accident, appear in an appendix.]

4/II Act amending section 36(2) of the Labour Act of 16 March 1971 [LS 1971—Bel. 2]. (*ibid.*, 21 Mar.)

[Regards rest periods for women workers engaged in transport work.]

6/II Royal Order supplementing, with regard to sickness or invalidity, the Royal Order of 4 March 1965 implementing the income tax code. (*ibid.*, 21 Feb.)

[Concerns the tax deduction applicable to occupational earnings, taking into account the contributions made to the supplementary insurance scheme for self-employed persons.]

9/II Royal Order amending the Royal Order of 20 May 1974 fixing, with regard to institutions caring for children from birth to 3 years of age, the means of functioning of the Fund for facilities and collective services, as well as the methods for rendering service. (*ibid.*, 27 Feb.)

9/II Royal Order amending the Royal Order of 20 May 1974 establishing, with regard to family assistance services, the means of functioning of the Fund for facilities and collective services, as well as the methods for rendering service. (*ibid.*, 27 Feb.)

10/II Royal Order amending the Royal Order of 22 December 1967 issuing general rules for retirement and survivors' pensions for self-employed persons. (*ibid.*, 20 Feb.)

**BELGIUM (cont.)**

[Concerns the adjustment of pensions in relation to the cost of living.]

- 13/II Royal Order amending section 15bis of the Royal Order of 28 November 1969, issued in implementation of the Act of 27 June 1969, revising the Legislative Order of 28 December 1944 concerning social security for workers. (ibid., 21 Feb.)

- 13/II Royal Order amending the Royal Order of 28 December 1971 setting forth special rules of application for seafarers under the Act of 10 April 1971 on workers' compensation [LS 1971—Bel. 3.] (ibid.)

[Appendices I and II attached to this Royal Decree list the remuneration tables used as the basis for calculating (a) the contributions owed by shipowners and (b) the compensation to be granted to maritime fishermen or seafarers in the merchant marine who suffer an employment accident, or to their rightful heirs.]

- 16/II Royal Order amending the Royal Order of 30 December 1975 setting forth the conditions under which family benefits are granted for children pursuing a course of study. (ibid.)

[The benefits are granted for any child who is undergoing experimental secondary instruction on a reduced schedule, as long as he or she is not engaged in any income-producing activity and is not bound by an apprenticeship agreement.]

- 23/II Royal Order amending the Regent's Order of 25 September 1947 issuing general regulations on safety and health measures for workers in mines, surface mines and underground quarries. (ibid., 27 Mar.)

[Chap. IV of the Regent's Order of 25 September 1947 is replaced by new provisions regarding first aid and emergency assistance for victims of an accident or illness. Sec. I (general provisions) of Chap. IV deals with emergency assistance and transport, provision of assistance by non-doctors (caregivers, ambulance staff, rescuers), first-aid equipment (stretchers, rescue equipment for ambulance staff and rescuers, ambulances). Sec. II (specific provisions) defines the role of the company doctor and other specialists in co-ordination and assistance.]

- 24/II Act amending Royal Order No. 123 of 30 December 1982 respecting the employment of unemployed persons to work on certain projects of economic expansion for the benefit of small and medium-sized undertakings. (ibid., 6 Mar.)

- 27/II Act on allowances for the handicapped. (ibid., 1 Apr.; errata, ibid., 6 Aug.)

[This Act provides for two types of allowances for handicapped persons between 21 and 65 years of age. An income replacement allowance is granted to handicapped persons whose physical or mental condition has reduced his or her earning capacity to that of one-third of a non-handicapped person. An allowance to assist in integration is granted to handicapped persons whose lack of autonomy or reduced autonomy has been established. The Act sets forth the conditions for entitlement: Belgian nationality, statelessness, refugee status or undetermined nationality; residing or having resided in Belgium, etc. This Act fixes the amount of the allowances (which are subject to certain conditions) and the methods for them to be granted and paid. Amounts are to be adjusted in relation to the consumer price index. The Act also deals with the recovery of allowances unjustifiably paid; litigation arising in relation to them is to be adjudicated by the labour tribunals. Related Acts on family benefits are also amended to ensure conformity with the present Act. Provisions of the Act of 27 June 1969 which are contrary to or less advantageous than those of the present Act are repealed.]

- 9/III Royal Order amending the Royal Order of 8 October 1981 on the rights of foreigners to enter the territory, and to their sojourn, establishment and departure. (ibid., 10 Mar.)

[Conditions for the admission and expulsion of certain foreigners.]

- 10/III Royal Order amending the Royal Order of 10 October 1986 to implement subsection 4 of section 34quater of the Act of 9 August 1963 instituting and setting up a system of compulsory sickness and invalidity insurance. (ibid., 17 Mar.)

[Various amendments, in particular s. 2 of this Order which amends s. 6 of the Royal Order of 10 October 1986 regarding application to the system of third-party payment.]

- 17/III Act regarding the introduction of new systems of work in enterprises. (ibid., 12 June)

[Ch. I defines the new systems of work. Sec. 2 provides in particular for the authorisation of exemptions to certain legal provisions, such as those prohibiting work on Sundays or holidays, banning the employment of certain male work workers at night and dealing with performing construction work during certain periods. Ch. II amends s. 17 of the Labour Act of 16 March 1971 (LS 1971—Bel. 2) regarding work in continuous shifts on Sundays.]

**BELGIUM (cont.)**

- 31/III Royal Order No. 529 amending Act relative to compensation for harm resulting from occupational diseases, as consolidated on 3 June 1970. (ibid., 16 Apr.)

[Deals with the expanded competence of the Occupational Disease Fund, the benefit granted for aggravated permanence incapacity for work and indices of permanent incapacity for work.]

- 31/III Royal Order No. 530 of 31 March 1987 amending the law governing occupational injuries. (ibid.)

[Amends the Act of 10 April 1971 respecting industrial accidents (LS 1971—Bel. 3) with regard in particular to various benefits (index numbers, means of payment, etc.), the role of the Industrial Accident Fund and disputes over accidents. Also amends the Act of 9 July 1975 on inspection of insurance companies.]

- 22/V Royal Order of 22 May 1987 issued in implementation of Royal Order No. 495 of 31 December 1986, inaugurating a system linking work and training for young persons aged 18 to 25 and introducing a temporary reduction in employers' social security contributions due in respect of them. (ibid., 16 June)

[In particular, provides for the conclusion of an employment-training agreement (Ch. II) and contains a model agreement in the appendix.]

- 19/VI Royal Order of 19 June 1987 amending the Royal Order of 20 December 1963 [LS 1963—Bel. 2] respecting employment and unemployment. (ibid., 1 July)

[Amends the Royal Order of 20 December 1963 and defines in particular the system of unemployed persons being put to work by the National Employment Office to engage in activities which fall outside the scope of regular work and which respond to the needs of private persons or associations. Sets up local bodies to contribute to implementation.]

- 22/VI Royal Order of 22 June 1987 amending Royal Order of 20 December 1963 [LS 1963—Bel. 2] respecting employment and unemployment. (ibid., 2 July)

[Amends the 1963 Royal Order particularly regarding payments, beneficiaries and amounts of unemployment assistance.]

- 29/VI Ministerial Order amending the Ministerial Order of 31 March 1987 for the implementation of the Royal Order of 30 August 1985 requiring social security cards to be returned in order to have a right to unemployment allowances and related allowances. (ibid., 21 Oct.)

[Amends ss. 7 and 8(2) of the Ministerial Order of 31 March 1987.]

- 6/VII Royal Order of 6 July 1987 implementing the Act of 27 February 1987 on allowances granted to the handicapped. (ibid., 8 July; errata, ibid., 6 Aug.)

[Determines the conditions for granting allowances, their amount, applicable rules, conditions for submitting requests, and the persons entitled to receive allowances for the handicapped. Also sets forth the composition and the role of the Commission on Social Assistance for the Handicapped.]

- 14/VII Royal Order of 14 July 1987 issuing measures for the promotion of equality of opportunity between men and women in the private sector. (ibid., 26 Aug.)

[Provides for the establishment of plans aimed at equality of opportunity which contain affirmative action measures designed to remedy *de facto* inequalities which affect opportunities for women. A periodic evaluation of the results achieved under these plans shall be undertaken in conjunction with the workers for each enterprise involved.]

- 17/VII Ministerial Order of 17 July 1987 approving amendment of the General Regulations governing sickness and invalidity insurance for seafarers. (ibid., 20 Aug.)

- 24/VII Act of 24 July 1987 on temporary work, (temporary work arranged by a third party and making workers available to employers. (ibid.)

[Defines the three above-mentioned subjects and sets down the terms of each type of contract. Also institutes a joint committee on temporary work arranged by a third party in accordance with the 1968 Act on collective industrial agreements and joint committees (LS 1968—Bel. 1).]

- 24/VII Act of 24 July 1987 amending the Act of 19 July 1983 [LS 1983—Bel. 1A] respecting apprenticeship in occupations carried on by workers. (ibid., 28 Aug.)

[Amends the 1983 Act in particular concerning apprenticeship contracts (s. 3), apprenticeship training (ss. 6 and 7), rules governing apprenticeship (s. 12), supervisory bodies (ss. 13, 14, 15

**BELGIUM (cont.)**

and 16), and creates the National Labour Council and the Joint Apprenticeship Committee (s. 22).]

- 3/VIII Royal Order of 3 August 1987 amending the Royal Order of 4 November 1963 implementing the Act of 9 August 1963, which instituted and organised a scheme of compulsory insurance in case of sickness or incapacity. (ibid., 13 Aug.)

[Notion of supervised unemployment; unemployment benefits; indemnity for incapacity for work in the context of part-time work.]

- 7/VIII Royal Order of 7 August 1987 amending the Royal Order of 20 August 1986 regarding the granting of unemployment benefits in case of early retirement agreed to under a collective agreement. (ibid., 20 Aug.)

[Amends the provisions concerning in particular the age limit for workers taking early retirement, persons considered to be unemployed and the status and activities of persons receiving an early retirement benefit.]

- 11/VIII Royal Order of 11 August 1987 determining the conditions under which an exception to the minimum age of 18 years made be made for concluding an apprenticeship contract in occupations engaged in by salaried workers. (ibid., 9 Sep.)

- 14/VIII Royal Order of 14 August 1987 fixing the conditions for the granting of family benefits in case of unemployment. (ibid., 28 Aug.)

[Determines the beneficiaries, methods for granting benefits and conditions for entitlement to the above-mentioned benefits.]

- 20/VIII Royal Order of 20 August 1987 amending ss. 118, 121 and 160 of the Royal Order of 20 December 1963 [LS 1963—Bel. 2] respecting employment and unemployment. (ibid., 1 Sep.)

[Adapts the regulations on unemployment to legislative amendments regarding special employment programmes.]

- 21/VIII Royal Order of 21 August 1987 amending s. 160(70) of the Royal Order of 20 December 1963 [LS 1963—Bel. 2] on employment and unemployment. (ibid., 1 Sep.)

[Concerns the amount and the means for renewing the receipt of unemployment benefits.]

- 3/IX Royal Order of 3 September 1987 amending the Royal Order of 21 May 1958 regarding the granting of certificates, diplomas and licences in the merchant marine, maritime fishing and navigation for pleasure. (ibid., 28 Oct.)

- 10/IX Royal Order amending and supplementing the general regulations on labour protection in regard to protection against the hazards of asbestos. (ibid., 23 Sep.)

- 28/IX Regulations of 28 September 1987 amending the Royal Order of 24 December 1963 issuing regulations on health benefits under compulsory sickness and invalidity insurance. (ibid., 24 Oct.)

[Supplements the above-cited Order by a provision (s. 9bis) concerning out-of-pocket reimbursement for food provided at the patient's home.]

- 30/IX Ministerial Order issued in implementation of paragraphs 9 and 10 of s. 171 of the Royal Order of 20 December 1963 respecting employment and unemployment, and rescinding the Ministerial Order of 22 June 1987 issued in implementation of paragraphs 9 and 10 of s. 171 of the Royal Order of 20 December 1963 respecting employment and unemployment. (ibid., 15 Oct.)

[Sets forth the means of calculating the amount of standard unemployment benefits provided under paragraph 9 of s. 171 of the above-cited Royal Order and the minimum lump-sum indemnity provided for by paragraph 10 of that section.]

- 1/X Royal Order amending the Royal Order of 1 June 1964 regarding certain leave granted to officials of the state administration and personal absences, and amending the Royal Order of 13 November 1967 regarding the availability of state officials. (ibid., 21 Oct.)

- 1/X Royal Order amending the Act of 21 January 1987 on major industrial accidents in certain industrial activities. (ibid., 7 Nov.)

- 6/X Royal Order of 6 October 1987 amending and supplementing Title III, Ch. III, Appendix I, of the General Regulations on job safety in regard to dangerous substances and preparations. (ibid., 23 Oct.)



**BELGIUM (cont.)**

[Amends the danger symbols which identify several toxic substances and supplements the list of dangerous substances classified by the atomic number of the most characteristic element and their properties. Adopted under Commission Directive 86/431/EEC of 24 June 1986.]

- 13/X Royal Order of 13 October 1987 amending section 166 of the Royal Order of 20 December on employment and unemployment [LS 1963—Bel. 2]. (ibid., 4 Nov.)

- 15/X Royal Order for the implementation of s. 3(4) of the Act of 25 January 1985 introducing a social security card. (ibid., 24 Oct.)

[Prescribes how social security cards are to be requested and obtained and determines the cases in which the card may be required.]

- 15/X Royal Order of 15 October 1987 amending the Royal Order of 4 November 1963 issued in implementation of the Act of 9 August 1963 which instituted and organised a system of compulsory sickness and invalidity insurance. (ibid., 23 Oct.)

[Amends various ss. of the above-cited Order concerning in particular persons who are detained in prison or interned, the definition of occupational activity, and hospitalisation (ss. 229 and 232 of the 1963 Order).]

- 22/X Royal Order of 22 October 1987 implementing s. 45 of the Act of 31 July 1984 on restructuring the merchant marine. (ibid., 13 Nov.)

[Concerns in particular the means of application of Acts on social security and sickness/invalidity insurance for seafarers in the merchant marine.]

- 22/X Royal Order of 22 October 1987 amending the Royal Order of 20 August 1986 regarding the granting of unemployment benefits in case of early receipt of a pension in accordance with a collective agreement. (ibid., 17 Nov.)

[Several amendments, concerning in particular the age limit (s. 2 (1), (2) and (3)) and additional allowances (s. 2(4)).]

- 3/XI Royal Order of 3 November 1987 amending the Royal Order of 4 November 1963 implementing the Act of 9 August 1963 which instituted and organised a scheme of compulsory and invalidity insurance. (ibid., 10 Nov.)

[Various amendments concerning in particular seasonal, intermittent and part-time workers. (ss. 3 and 4).]

- 3/XI Royal Order of 3 November 1987 implementing s. 5(1) of Royal Order No. 495 establishing a system combining work and training for young persons of 18 to 25 years of age and temporarily reducing employers' social security contributions for employing young people. (ibid., 25 Nov.)

[Concerns apprentices.]

- 4/XI Ministerial Order implementing ss. 10, 12 and 23 of the Royal Order of 4 August 1986 on the granting of allowances in cases of interruption of employment. (ibid., 8 Dec.)

- 12/XI Act of 12 November 1987 issuing provisions in regard to contributions to solidarity funds, income reduction contributions and special contributions by self-employed workers. (ibid., 25 Nov.)

- 19/XI Royal Order of 19 November 1987 amending the Royal Order of 28 November 1969, issued in implementation of the Act of 27 June 1969 [LS 1969—Bel. 1] to revise the Legislative Order of 28 December 1944 respecting workers' social security. (ibid., 25 Dec.)

[Amends s. 19 of the 1969 Royal Order, particularly in regard to an allowance payable to construction workers.]

- 19/XI Royal Order of 19 November 1987 amending the Royal Order of 28 November 1969 issued to implement the Act of 27 June 1969 [LS 1969—Bel. 1], which amended the Legislative Order of 28 December 1944 on social security for workers. (ibid., 29 Dec.)

[Amends s. 17 of the 1969 Order, in particular regarding its scope of application and the organisation of sporting events.]

- 20/XI Royal Order of 20 November 1987 inserting in the general labour protection regulations, provisions for the protection of workers from hazards linked to the exposure to chemical, physical and biological agents. (ibid., 27 Nov.)

**BELGIUM (cont.)**

[Provides in particular for carrying out medical surveillance of workers (s. 103*septies*), and providing information to workers and the committee on safety, health and aesthetic improvement of the workplace (s. 103*sexies*).]

- 3/XII Royal Order of 3 December 1987 amending the Royal Order of 18 November 1982 respecting orientation and training for officials of the State. (*ibid.*, 5 Dec.)

[Several amendments concerning in particular training leave (ss. 3 and 4) and granting release from service (ss. 5, 7 and 8). Repeals s. 8 of the 1982 Royal Order.]

- 3/XII Royal Order on the employment on Sundays of workers in the distributive sector. (*ibid.*, 8 Dec.)

[Sets forth the conditions under which such workers may be employed.]

- 7/XII Ministerial Order of 7 December 1987 amending s. 77 of the Ministerial Order of 4 June 1964 respecting unemployment. (*ibid.*, 17 Dec.)

[Regards the supervision exercised by the communal administration in relation to various categories of unemployed persons.]

- 9/XII Royal Order of 9 December 1987 issued under Royal Order No. 290 of 31 March 1984, setting a special contribution for persons living alone and for families without children, in the self-employed sector. (*ibid.*, 25 Dec.)

- 9/XII Royal Order of 9 December 1987 governing access to the national register of persons with regard to public social assistance centres. (*ibid.*, 29 Dec.)

- 10/XII Royal Order of 10 December 1987 amending the Royal Order of 22 December 1967 issuing general regulations on retirement and survivors' pensions for the self-employed [see LS 1967—Bel. 4]. (*ibid.*, 15 Dec.)

[Amends and repeals various sections of the above-cited Order. Also lays down the means of application of measures to harmonise pension schemes (s. 4).]

- 10/XII Royal Order of 10 December 1987 implementing section 41*quater* of Royal Order No. 50 of 24 October 1967 respecting retirement and survivors' pensions for employees [LS 1967—Bel. 4]. (*ibid.*, 22 Dec.)

[Sets the percentage which implementation of the tasks envisaged in para. (1) of s. 41*quater* represents in the total expenditures of the National Pensions Office.]

- 10/XII Royal Order of 10 December 1987 regarding allowances granted pursuant to the Act of 10 April 1971 respecting industrial accidents [LS 1971—Bel. 3]. (*ibid.*, 6 Jan. 1988)

[Specifies the means of implementation for the cited Act, in particular regarding the calculation of allowances (ss. 3 and 5 to 11) and the conditions applicable to their payment (ss. 13 et seq.).]

- 10/XII Royal Order of 10 December 1987 amending the Royal Order of 4 September 1985, issued under 3(1) of the Legislative Order of 7 February 1945 [LS 1945—Bel. 10], concerning social security for seafarers in the merchant marine and amending the Royal Order of 24 October 1936, which amended and consolidated the rule governing the assistance and welfare fund for seafarers sailing under the Belgian flag. (*ibid.*, 29 Dec. 1987)

- 10/XII Royal Order of 10 December 1977 laying down the means for paying benefits under Acts, as consolidated on 3 June 1970, regarding compensation for harm caused by occupational disease. (*ibid.*)

- 10/XII Royal Order of 10 December 1987 amending section 171 of the Royal Order of 20 December 1963 on employment and unemployment [LS 1963—Bel. 2]. (*ibid.*)

[Deals with unemployed persons who can be put to work and the rules applicable to them.]

- 10/XII Royal Order of 10 December 1987 laying down the means of and conditions for approval of agreements by employment accident funds. (*ibid.*)

[Specifies the means of concluding and adopting agreements between the insurer and the victim or heir in case of an employment accident. In an appendix, contains several model agreements (agreement to pay benefits, agreement involving a fatal accident. etc.).]

- 11/XII Royal Order of 11 December 1987 amending the Royal Order of 23 March 1982 establishing the contributions of beneficiaries or health insurance entities towards the fees for certain benefits. (*ibid.*, 22 Dec.)

[Several amendments concerning terminology in particular.]

**BELGIUM (cont.)**

- 11/XII Royal Order of 11 December 1987 amending the Royal Order of 28 June 1969 extending the scope of application of compulsory health insurance to students in higher education. (ibid.)
- 11/XII Royal Order of 11 December 1987 amending the Royal Order of 28 June 1969 extending the scope of application of compulsory health insurance to persons not yet covered thereby. (ibid.)
- 11/XII Royal Order of 11 December amending the Royal Order of 20 July 1970 extending the scope of application of mandatory health insurance to disabled persons. (ibid.)
- 11/XII Royal Order of 11 December 1987 amending the Royal Order of 4 November 1963 implementing the Act of 9 August 1963 establishing and setting up a system of compulsory sickness and invalidity insurance. (ibid.)  
[Repeals and replaces par. (1) of s. 216 (1) concerning the duration of the insurance coverage.]
- 11/XII Royal Order of 11 December 1987 amending the Royal Order of 9 July 1979 establishing the rules applicable in case of erroneous membership or registration, as stipulated by section 98 of the Act of 9 August 1963 establishing and setting up a system of mandatory invalidity and sickness insurance. (ibid.)
- 11/XII Royal Order of 11 December 1987 amending the Royal Order of 24 October 1936 amending and co-ordinating the rules governing the aid and welfare fund for seafarers sailing under the Belgian flag. (ibid.)  
[Repeals and replaces s. 85 in regard to survivors' pensions.]
- 11/XII Ministerial Order of 11 December 1987 amending the Ministerial Order of 10 April 1958 implementing the rules governing the aid and welfare fund for seafarers sailing under the Belgian flag. (ibid.)
- 11/XII Royal Order of 11 December 1987 amending the Royal Order of 20 July 1971 establishing a scheme of invalidity insurance for self-employed persons. (ibid.)  
[Amends several sections concerning, in particular, inability to work which has been deliberately caused by the workers (s. 27(b) of the 1971 Order).]
- 11/XII Royal Order of 11 December 1987 amending the Royal Order of 30 July 1964 setting forth the conditions for extending application of the Act of 9 August 1963 (establishing and setting up a compulsory sickness and invalidity insurance scheme) to self-employed persons. (ibid.)  
[Amends several sections and extends their scope of application.]
- 16/XII Royal Order of 16 December 1987 on the organisation and functioning of a central data bank on employment accidents. (ibid. 25 Dec.)
- 16/XII Royal Order of 16 December 1987 implementing section 24 (first paragraph) of the Act of 10 April 1971 respecting industrial accidents [LS 1971—Bel. 3] (ibid., 5 Jan. 1988)  
[Deals with the various types of temporary incapacity for work and, in an appendix, contains a model medical certificate establishing that there is no permanent incapacity for work.]
- 21/XII Regulations of 21 December 1987 amending the Royal Order of 24 December 1963 issuing Regulations on health benefits in relation to mandatory sickness and invalidity insurance. (ibid., 29 Jan.)  
[Notice for assigning work (for therapeutic purposes) during a person's psychiatric hospitalisation.]
- 24/XII Royal Order of 24 December 1987 implementing ss. 42 (paragraph 2), 45 and 45bis of the Act of 10 April 1971 respecting industrial accidents [LS 1971—Bel. 3]. (ibid., 6 Jan.)  
[Concerns the calculation of the amount of the allowances provided for in the cited sections, and the means of the allowances' payment.]
- 24/XII Royal Order of 24 December 1987 amending the provisions of the general rules on labour protection in relation to tetanus vaccinations. (ibid., 7 Jan)
- 24/XII Royal Order of 24 December 1987 amending s. 723bis (2), (10) and (12) and Appendix III to Title III, Chapter III, of the general regulations on labour protection. (ibid.)  
[Various amendments concerning, in particular, chemical substances and their components, harmful or dangerous substances and the labelling of certain preparations.]

**BRAZIL**

- 30/I Decree No. 93989 issuing regulations under Legislative Decree No. 2292 of 21 November 1986 on the introduction of savings and investment plans for workers (PAIT) and issuing other provisions. (*Diário Oficial*, 2 Feb.)
- 26/V Act No. 7604 on updating social assistance benefits and for other purposes. (*ibid.*, 27 May)  
[States in particular that social assistance benefits in urban areas, death benefits, retirement benefits and sickness benefits may be no less than 95 per cent of the minimum wage.]
- 8/VI Decree No. 94406 issuing regulations under Act No. 7498 of 25 June 1986 on engaging in the nursing profession, and containing other provisions. (*ibid.*, 9 June)  
[Defines the various categories in the profession, along with their respective obligations.]
- 29/VI Decree No. 94536 issuing provisions on vocational maritime instruction. (*ibid.*, 30 June)
- 23/VII Legislative Decree No. 2345 revising the introductory paragraph of section 1 of Act No. 6782 of 19 May 1980. (*ibid.*, 24 July)  
[Provides that occupational diseases shall be treated as employment injuries for the purposes of paying the special pension provided for in s. 242 of Act No. 1711 of 28 October 1952.]
- 16/IX Legislative Decree No. 2360 amending Legislative Decree No. 2300 of 21 November 1986 on licensing and contracting by the federal administration. (*ibid.*, 17 Sep.)  
[The complete text of amended Legislative Decree No. 2300 appears following Legislative Decree No. 2360.]
- 16/X Ministry of Labour Order providing that labour inspection of firms employing up to ten workers shall only be undertaken at the request of the trade union for the occupational category involved or the worker directly concerned or by a decision of the regional labour and maritime labour representatives. (*ibid.*, 20 Oct.)
- 21/X Legislative Decree No. 2363 declaring the National Institute of Colonisation and Agrarian Reform (INCRA) to be defunct and establishing the Legal Institute for Rural Lands (INTER) and issuing other provisions (*ibid.*, 22 Oct.; errata: *ibid.*, 23 Oct.)  
[Among its tasks, the Legal Institute for Rural Lands is responsible for promoting the just and adequate distribution of property in rural lands, with a view towards creating new production units.]
- 11/XII Decree No. 95461 repealing Decree No. 68796 of 23 June 1971 and reissuing Decree No. 41721 of 25 June 1957 in relation to Convention No. 81 of the International Labour Organisation. (*ibid.*, 14 Dec.)  
[The repealed Decree contained the denunciation by Brazil of Convention No. 81 (Labour Inspection); Decree No. 41721, by which this Convention was ratified, as approved by the Congress in Legislative Decree No. 24 of 29 May 1956, is reissued with full force and effect.]
- 18/XII Act No. 7644 governing the activity of maternal substitutes and issuing other provisions. (*ibid.*, 21 Dec.)  
[For the purposes of this Act, a "maternal substitute" ("*madre social*") is a person who engages in providing assistance to abandoned minors within the system of homes maintained for them.]

**BULGARIA**

- 3/I Decision No. 2 on the responsibility for goods belonging to brigades. (*D'rjaven vestnik*, 13 Feb.)  
[This Decision was issued by the Ministry of Finance. The term "brigade" as used here means any production team or production collective. The responsibility for its goods falls collectively on the enterprise and the workers, within the terms of an agreement concluded between the parties in accordance with the provisions of the Labour Code. Takes effect 1 January 1987.]
- 4/I Ordinance No. 4 issued for the improvement of activities involving the protection, routine maintenance and basic repair of machines and equipment (extracts). (*ibid.*)  
[This Ordinance of the Council of Ministers is directed principally towards enterprise management. None the less, s. 4(2) concerns the "material and disciplinary responsibility" of workers and employees in the case of deterioration of machines or equipment entrusted to them.]

**BULGARIA (cont.)**

- 28/I Decision No. 3 on preliminary and periodic mandatory medical examinations for workers. (ibid., 27 Feb.)

[This Decision, issued by the Minister of Public Health, concerns the organisation and the administration of preliminary and periodic medical examinations. Such examinations shall take place every year for workers under 18 years or over 40 years of age, and every two years for other workers. Particular attention should be given to minors under age 18, in accordance with provisions of the Labour Code, as well as to workers in contact with harmful substances. The results of the examinations shall be submitted to the competent bodies for analysis. Additional provisions provide a definition of "organic disease of the central nervous system", "psychic diseases" and "drug addiction". The final provisions specify that this Decision has been approved by the Central Council of Bulgarian Trade Unions and by the Committee on Labour and Social Affairs; it repeals Ordinance No. 14 of 1983 on the same subject.]

- 23/II Decision No. 3 on special work clothing and means of personal protection. (ibid., 24 Mar.)

[This Decision, issued by the Committee on Labour and Social Affairs, the Ministry of Public Health and the Central Council of Bulgarian Trade Unions, contains technical and administrative provisions on the furnishing, use and maintenance of helmets, glasses, protective vests, gloves, etc., in the enterprises concerned, taking into account the pertinent provisions in the Labour Code. It takes effect 1 January 1987 and repeals the 1981 Directive (no further date) on the same subject.]

- 25/II Decision No. 1 on the collection of occupational health and safety data. (ibid., 24 Apr.)

[This Decision was issued by the Central Council of Bulgarian Trade Unions, the Ministry of Public Health and the Committee on Labour and Social Security, in application of the Labour Code. Within the terms of s. 1(1), the "essential factors" to take into account in evaluating the occupational safety and health situation are the safety of production equipment, the micro-climate, the purity of the air, noise, vibrations, lighting, radiation, environmental conditions from a physiological and an ergonomic viewpoint, and sanitary and social services at the workplace. The data are to be collected for a "working conditions certificate" issued to the enterprise to use in evaluating the health and safety situation of the working environment. In effect 1 January 1987.]

- 2/III Decision No. 11 on premises for women's personal hygiene and for pregnant women to rest. (ibid., 24 July)

[This Decision, taken by the Ministry of Public Health and the Central Council of Bulgarian Trade Unions in application of the Labour Code, concerns enterprises employing at least 20 workers. It prescribes the surface area and the furnishings of the premises to be provided.]

- 30/IV Decision No. 5 on work appropriate for women, work which is prohibited for women and that which is specifically women's work. (ibid., 12 June)

[This Decision is issued by the Committee on Labour and Social Affairs, the Ministry of Public Health and the Central Council of Bulgarian Trade Unions in application of the Labour Code. Work "appropriate" for women is work which they may in general accomplish on an equal footing with men, work listed in an appendix (List No. 1) and any other non-specified work. Types of work which "can be assigned only to women" (List No. 2) and work which is prohibited for women (List No. 3) are also listed. This text repeals the 1959 Ordinance on the protection of work by women (LS 1959—Bul 2).]

- 22/VI Decision No. 8 setting forth the categories of work appropriate for persons who are partially disabled. (ibid., 7 July)

[This Decision, issued by the Committee on Labour and Social Affairs, the Ministry of Public Health and the Central Council of Bulgarian Trade Unions, sets forth the percentages (between 4 and 10 per cent) of normal working hours and the duration of employment for partially disabled workers in industry, construction, agriculture, forestry, transport, communication, commerce, housing, teaching, culture and the fine arts, public health, etc.]

- 23/VI Decision No. 4 on the categories of workers entitled to additional paid annual leave in certain sectors of industrial production. (ibid.)

[This Decision, issued by the Central Council of Bulgarian Trade Unions and the Committee on Labour and Social Affairs in application of the Labour Code, concerns heavy industry, electronics manufacture, energy production, transport and building construction in the national interest.]

**BULGARIA (cont.)**

- 2/VII Ordinance No. 41 governing the restoration of socialist property to work collectives for management purposes. (*ibid.*, 31 July)

[Detailed administrative provisions drawn up by the Council of Ministers under a declaration of the National Assembly on the same topic, dated 29 April 1987, which the preamble of the Ordinance designates as "an act of historical significance", having as its aim "new qualitative growth in the economy". Trade unions and other social organisations are invited to take an active part in drawing up and concluding agreements on the transfer of powers. Model agreements and a list of enterprises affected appear in an appendix.]

**CAMEROON**

- 20/VIII Decree No. 87-1141 of 20 August 1987 to fix the remuneration and perquisites of the staff of state corporations, public establishments and semi-governmental corporations. (*Official Gazette of the Republic of Cameroon*, 15 Sep.)

**CANADA**

- 26/III SOR/87-181 Order excluding in whole from the application of Part IV of the Canada Labour Code [LS 1971—Can. 3A and 3B] employment on or in connection with uranium mines in the province of Ontario that are regulated pursuant to the Atomic Energy Control Act. (*Gazette du Canada/Canada Gazette*, Part II, 15 Apr.)

- 26/III SOR/87-182 Regulations made under Part IV of the Canada Labour Code [LS 1971—Can. 3A and 3B] respecting occupational safety and health of employees employed on aircraft while in operation. (*ibid.*)

[Contain provisions in particular on noise levels; electrical safety; sanitation; dangerous substances; safety materials, equipment, devices and clothing; investigation of and reports on hazardous occurrences; first aid and lighting.]

- 26/III SOR/87-183 Regulations made under Part IV of the Canada Labour Code [LS 1971—Can. 3A and 3B] respecting occupational safety and health of employees employed on ships registered in Canada or on uncommissioned ships of Her Majesty in right of Canada and employees employed in the loading and unloading of ships. (*ibid.*)

[Contain provisions regarding in particular temporary structures; elevating devices; noise levels; electrical safety; sanitation; dangerous substances; confined spaces; safety materials, equipment, devices and clothing; tools and machinery; maintenance, operation and use; and first aid.]

- 26/III SOR/87-184 Regulation respecting occupational safety and health of employees on trains while in operation, made under Part IV of the Canada Labour Code [LS 1971—Can. 3A and 3B]. (*ibid.*)

[Contain provisions concerning in particular elevating devices; levels of lighting and sound; electrical safety; sanitation; dangerous substances; safety materials, equipment, devices and clothing; hand tools and materials handling; rolling stock; general requirements for machine guards; first aid; and safe occupancy of the work place.]

- 26/III SOR/87-187 amending the Unemployment Insurance Regulations pursuant to the Unemployment Insurance Act [LS 1971—Can. 4]. (*ibid.*)

[Amends s. 58 of the Regulations regarding the methods for allocating earnings payable to a beneficiary by his or her former employer upon separation from service.]

- 26/III SOR/87-188 of 26 March 1987 amending the Unemployment Insurance Regulations (SOR/86-58) issued under the Unemployment Insurance Act [LS 1971—Can. 4]. (*ibid.*)

[Amends s. 57(3) of the Regulations (relationship between retirement pension, pensioner's income and unemployment insurance).]

- 26/III Canada Shipping Act. 35-36 Eliz. II, Ch. 7. (*ibid.*, Part III, 29 June)

[An Act to amend the Canada Shipping Act and to amend the Arctic Waters Pollution Prevention Act, the Maritime Code Act and the Oil and Gas Production and Conservation Act in consequence thereof. Contains in particular provisions regarding safety, equipment, the International Convention for the Safety of Life at Sea 1974 and its application, certification of masters and seamen, engagement and dismissal of seafarers, inspection of ships, transport of

**CANADA (cont.)**

hazardous cargo, port wardens and their role, the application of laws and regulations, and penalties in case of infringement.]

- 30/VI Act to amend the Hazardous Products Act and the Canada Labour Code [LS 1965—Can. 1A . . . 1971—Can. 1], to enact the Hazardous Materials Information Review Act and to amend other Acts in relation thereto. 35-36 Eliz. II Ch. 30. (ibid., 27 Oct.)

[This Act amends several provisions of the Labour Code, concerning in particular the definition of hazardous substances (Part II, s. 3) and the obligations they imply for employers (Part II, s. 5). It also amends the Hazardous Products Act, especially regarding methods of manufacturing and preparing such products (containing an amended appendix listing the categories of products in Part I). The amendment promulgates (in Part III) the Hazardous Materials Information Review Act, which establishes a system of review and appeals of decisions taken by screening officers. The new Act sets up the Hazardous Materials Information Review Commission (Part III, ss. 28 et seq.), which includes two workers' representatives.]

- 19/XI Act to amend the Supreme Court Act and to amend various other Acts in consequence thereof. 35-36 Eliz. II, Ch. 42. (ibid., 26 Jan. 1988)

[Amends the Supreme Court Act, in particular regarding delivery of judgment (s. 26), appeal (s. 45) and time periods (s. 64). Also amends the Competition Act, the Criminal Code and the National Defense Act. Entry into force to be determined by proclamation.]

- 10/XII SOR/87-703. Labour Adjustment Benefits Allocation of Remuneration Regulations, Amendment. (ibid., Part II, 23 Dec. 1987)

[Amends the means of determining and of paying adjustment benefits, which are designed to ensure income maintenance for workers aged 54 to 65 who have been laid off as part of a major layoff in an industry and/or area designated under the Labour Adjustment Benefits Act (S.C. 1980-81-83, c. 169).]

- 17/XII Act to amend the Unemployment Insurance Act of 1971. 35-36 Eliz. II, Ch. 44. (ibid., Part III, 26 Feb. 1988)

[Repeals and replace two provisions of the 1971 Act [LS 1971—Can. 4] regarding determination of the number of weeks of insurable employment an insured person must have in order to receive benefits.]

- 17/XII SOR/88-26: Immigration Regulations, 1978, Amendment. (ibid., Part II, 6 Jan. 1988)

[Amends and repeals several sections of the above-cited Regulations concerning the conditions for admission and acceptance of immigrants to Canada.]

- 17/XII SOR/88-43: Motor Vehicle Operators Hours of Work Regulations, Amendment (ibid.)

[Repeals and replaces subsections 4(1) and 6(3) of the Regulations (employees authorised to work beyond standard working hours).]

- 17/XII SOR/88-44: Canada Occupational Safety and Health Regulations, Amendment. (ibid.)

[Revokes Part XVIII of the Regulations and the appendix to that Part (hours of work).]

- 17/XII SOR/88-45: Motor Vehicle Transport Act, 1987: Drivers Hours of Service Regulations. (ibid.)

[Replaces the federal regulations on this subject issued under the Labour Code (LS 1971—Can. 3A). After setting forth several definitions (s. 1), this text lays down, in particular, rest periods (ss. 5 to 7), contains provisions regarding inspection (ss. 21 and 22) and governs the use of daily logs (ss. 12 to 20). Contains a model daily log in an appendix.]

- 17/XII SOR/88-47: National Employment Service Regulations, Amendment. (ibid.)

[Repeals and replaces subsections 6(6)(b) and (c) of the Regulations (fisherpeople and fish plant workers).]

- 31/XII SOR/88-68: Canada Occupational Safety and Health Regulations, amendment. (ibid., 20 Jan. 1988)

[Amends the above-cited Regulations in relation to hazardous substances in the workplace by laying down requirements of cautionary labelling for containers, provision of information on material safety and worker education programmes. Effective 31 October 1988.]

**British Columbia****23/VI Industrial Relations Reform Act 1987 (Bill No. 19).**

[This Act amends the Labour Code, R.S.B.C. 1979, c. 212, and renames it the "Industrial Relations Act". The amendments contained in the Act deal chiefly with freedom of association, strikes, collective bargaining and resolution of disputes. Secondary boycott agreements and discriminatory practices based on union membership are prohibited. The Act also contains new provision on, inter alia, trade union voting, dissolution of councils of trade unions and restrictions on lockouts. New Part 8.1 of the Act (Disputes Resolution) sets forth the powers of the Disputes Resolution Division, particularly in regard to mediation, fact finding and other forms of assistance. Ss. 137.8 and 137.9 set forth special measures which may be taken in a dispute involving essential services. Interest arbitration is addressed in ss. 137.95 and 137.96. The Act also lists a series of consequential amendments to other enactments.]

**Newfoundland****24/VI Workers' Compensation Appeal Tribunal Regulations. (*Newfoundland Gazette*, 24 June)****Ontario****14/I Regulations to amend certain Regulations made under the Occupational Health and Safety Act. O. Reg. 23/87. (*Ontario Gazette*, 7 Feb.)**

[Amends Regulations Nos. 536/81 (lead), 141/82 (mercury), 516/82 (vinyl chloride), 570/82 (asbestos), 455/83 (isocyanates), 769/82 (silica), 732/84 (benzene), 733/84 (acrylonitrile) and 176/86 (arsenic) with regard to the method of calculating.]

**22/I O. Reg. 31/87: Regulation to amend Regulation 746 of Revised Regulations of Ontario, 1980 made under the Pension Benefits Act. (ibid., 14 Feb.)****20/II O. Reg. 92/87: Regulation to amend Regulation 724 of Revised Regulations of Ontario 1980 made under the Ontario Municipal Employees Retirement System Act. (ibid., 7 Mar.)**

[Various amendments on contributions, retirement age, survivors' benefits, crediting of service, and resolution of grievances in relation to pensions.]

**12/III O. Reg. 146/87. Regulation made under the Occupational Health and Safety Act; Designated Substance—Ethylene Oxide. (ibid., 11 Apr.)**

[Sets exposure limits and prescribes procedures for working with airborne ethylene oxide.]

**15/V O. Reg. 258/87. Regulation to amend Regulation 694 of Revised Regulations of Ontario 1980 made under the Occupational Health and Safety Act. (ibid., 30 May)**

[Amendments relating to surface and underground mining safety.]

**5/VI O. Reg. 308/87. Regulations made under the Employment Standards Act. (ibid., 27 June)**

[Minimum wages, hours of work and other conditions of work for domestics, nannies and sitters.]

**23/VII O. Reg. 443/87. Regulation to amend Regulation 546 of Revised Regulations of Ontario 1980 made under the Labour Relations Act. (ibid., 15 Aug.)**

[In particular, requires an employer to post a copy of the notice or document received from the registrar under the Labour Relations Act.]

**30/VII O. Reg. 444/87. Regulations made under the Employment Standards Act (ibid.)**

[Contains forms for providing the Minister of Labour with information concerning the termination of employees (number laid off, break-down by sex, age, classification and length of service, prior consultations, adjustment measures contemplated, etc.). Entry into force 31 July 1987.]

**30/VII O. Reg. 502/87. Regulation made under the Ontario Youth Employment Act. (ibid., 12 Sep.)**

[Sets forth conditions for employers to receive grants under the Act and fixes applicable minimum wages for various categories of employees under special youth employment programmes.]

**25/XI O. Reg. 667/87. Regulation to amend Regulation 881 of Revised Regulations of Ontario 1980 made under the Public Service Act. (ibid., 19 Dec.)**



**Ontario (cont.)**

[Amends the definition of "continuous service" and the provisions regarding leave following pregnancy or adoption in the Regulations governing the public service.]

17/XII O. Reg. 708/87. Regulation made under the Pension Benefits Act 1987 (*ibid.*, 2 Jan. 1988)

[Contains provisions on definitions, registration and funding of pension plans, their termination and various other matters.]

23/XII O. Reg. 723/87. Regulation to revoke certain regulations made under the Pension Benefits Act. (*ibid.*, 9 Jan. 1988)

**Prince Edward Island**

14/V Act to amend the Civil Service Superannuation Act. Ch. 10. (*Prince Edward Island Acts*, 1987, p. 39)

[In particular, amends definition of "employees" and contains provisions on early retirement and on contribution to the Civil Service Superannuation Fund after an employee has reached 65 years of age.]

14/V Act to amend the Labour Act. Ch. 38. (*ibid.*, p. 117)

[Inserts new s. 7.1 (nurses considered as employees); amends s. 40 in relation to the right to strike; and adds new ss. 62.1 to 62.5 on paid holidays (entitlement, calculation of pay, etc.). In s. 5 of the amendment Act, amends the Nurses Act.]

14/V Act to amend the Labour Act (No. 2). Ch. 39. (*ibid.*, p. 121)

[Amends s. 8 of the Labour Act by inserting subsections on replacement of employees during a strike and on their reinstatement following the strike.]

14/V Act to amend the Occupational Health and Safety Act. Ch. 50. (*ibid.*, p. 179)

[Amends s. 34 of the Act by adding clauses regarding the protection of trade secrets.]

14/V Act to amend the Teachers' Superannuation Act. Ch. 67. (*ibid.*, p. 253)

14/V Act to amend the Workers' Compensation Act. Ch. 71. (*ibid.*, p. 263)

[Amends ss. of the Act dealing with scope of application, review of decisions and industrial disease.]

**Quebec**

29/IV Decree No. 673-87 of 29 April 1987 on labour relations, vocational training and manpower management in industry and construction. (*Gazette officielle du Québec*, 9 May)

[In an appendix, contains regulations on the granting of certificates of competency which set forth the conditions for granting them, their duration and renewal, and exemptions for certificates of capacity for journeymen, apprentices and certain occupations.]

23/VI Act (1987, Ch. 59) amending the Act on occupational trade unions. (*ibid.*, 29 July)

[Eliminates in part the obligation imposed on occupational trade unions and related organisations to submit their by-laws and regulations of approval by the inspector general of financial institutions.]

23/VI Act (1987, Ch. 66) amending the Act on the retirement scheme for certain teachers. (*ibid.*)

[Permits certain employees who have retired from service with the government or public bodies to come under the criteria of the above-mentioned retirement scheme.]

23/VI Act (1987, Ch. 47) amending various legislative provisions concerning retirement schemes in the public and semi-public sectors. (*ibid.*, 23 June)

[Adds new criteria for admission to the above-mentioned schemes and also creates early retirement plans.]

30/VI Decree No. 1066-87 of 30 June 1987 approving Regulations amending the Regulations on supplementary schemes for social benefits in the construction industry. (*ibid.*, 22 July)

[Various amendments regarding notably benefits in case of total or partial incapacity or death.]

29/VII Decree No. 1179-87 of 29 July 1987 issuing Regulations amending the Regulations on the Application of the Protocol of Understanding between the Government of Quebec and the Government of France regarding social security protection for students and persons engaged in co-operation activities. (*ibid.*, 12 Aug.)

**Quebec (cont.)**

[Amends s. 2 of the Regulations of application and its Appendix II regarding in particular the scope of application of the Protocol and the conditions which a student must fulfil to obtain social security benefits.]

- 9/IX Executive Council Decree No. 1395-87 of 9 September 1987 concerning the maintenance of essential services in case of a strike in certain public services. (ibid., 30 Sep.)

- 4/XI Decree No. 1661-87 of 4 November 1987 issuing regulations amending the regulations under the Act on the retirement scheme for employees of government and public bodies. (ibid., 25 Nov.)

[Criteria for compensating certain deficits in relation to benefits.]

- 17/XII Act on professional status and the requirements applicable to the engagement of stage, screen and recording artists. (ibid., 10 Feb. 1988)

- 18/XII Act establishing the Labour Relations Commission and amending various legislative provisions. (ibid., 27 Jan. 1988)

[This Act sets up the Labour Relations Commission, which is given an important role in collective labour relations. It grants the Commission a number of functions: review of trade union certification, application of the provisions of the Labour Code of Quebec [LS 1964—Can. 2], operation of essential services in case of a strike, etc. This text amends the Labour Code of Quebec as well as a series of other laws, including the Civil Service Act of Quebec [LS 1965—Can. 3 (extracts)].

- 18/XII Act on agricultural finance. (ibid., 3 Feb. 1988)

[Entirely revamps the law governing financing in agriculture by amending the role of savings and loans institutions, banks and the Quebec Agricultural Credit Office. Repeals several laws (including the Act promoting young farmers) and amends s. 1979 of the Civil Code (regarding agricultural liens). Also contains provisions on subsidies to help young farmers become established (Div. III).]

- 18/XII Act amending the Act on health services and social services. (ibid., 3 Feb. 1988)

[Amendments concern powers of directors-general, regional advisers and public institutions, as well as penalties applicable to them, particularly in regard to conflicts of interest and the performance of multiple functions.]

- 18/XII Act amending the Act on labour relations, vocational training and labour resources management in industry and construction. (ibid.)

[Extends the duration of the period provided for collective bargaining.]

- 18/XII Code of Criminal Procedure. (ibid., 10 Feb. 1988)

- 22/XII Regulations amending the Regulations on access to appeal for officials not covered by a collective agreement. (ibid., 13 Jan. 1988)

**CHILE**

- 30/I Act No. 18600 to set standards in relation to mentally defective persons. (*Diario Oficial*, 19 Feb.)

[Provides that the protection, treatment, education, training, physical development, recreation and social security of mentally defective persons constitute rights for such persons and duties which shall be assumed by their families. The role of the State is to co-ordinate and supervise the development of a mixed system of public and private participation, appropriate to providing support to families in the fulfilment of their above-mentioned duties. The Act establishes the National Commission on Mental Deficiency, made up of various physicians, surgeons and psychologists, in particular with representation of the Ministry of Health and the Ministry of Labour and Social Affairs. A special educational subsidy is created to finance the education of mentally defective persons. The Act provides in s. 16 that a contract of employment entered into with a mentally defective person shall stipulate a level of remuneration freely agreed by the parties, with the standards governing minimum income not to apply in this respect.]

- 3/II Act No. 18602 to issue special standards for certain teaching staff (ibid. 23 Feb. )

[The teaching staff included are those who work in educational establishments set up by municipalities under their own powers or by bodies corporate which administer them. The Act addresses contracts of employment (contents, duration, weekly working hours, etc.) in its s. 4.

**CHILE (cont.)**

In s. 7, it calls for educational establishments to issue internal rules which should include at least technical standards of an instructional nature, technical standards of an administrative nature and standards for the prevention of health and safety hazards.]

- 23/II Decree No. 26 approving Regulations governing work on board vessels of the national merchant marine. (*ibid.*, 16 June)

[The present Decree consists of the following titles: Title I: General standards; Title II: Service at sea and in port; Title III: Officers' duties; Title IV: Duties of crew; Title V: Working time (the normal working hours for seafarers shall be 56 hours per week, distributed as eight hours per day, and 48 hours per week when the ship is in port, with exceptions from the limit for the captain, certain officers, the doctor and the radio operator; the parties may agree on overtime hours without regard to the limit fixed in s. 42 of Legislative Decree No. 2200 of 1978); Title VI: Rest periods; Title VII: Work rules and internal regulations.]

- 26/III Basic Constitutional Act No. 18605 on regional development councils (*ibid.*, 6 Apr.)

[Provides that there shall be a regional development council in each region of the country. The council's purpose shall be to advise the authorities and contribute to ensuring the effective participation of the community in the economic, social and cultural progress of the region involved. The council shall be composed in particular of representatives from the principal bodies in the private sector in the fields of enterprise, labour, culture, and promotion of social and economic development.]

- 20/IV Act No. 18611 establishing budgetary regionalisation of family allowances and social assistance pensions. (*ibid.*, 23 Apr.)

[Sets up the National Family Allowances Fund with responsibility for paying out family allowances.]

- 21/IV Act No. 18613 amending section 30 of Act No. 11764, in order to fix the gratuity for a notarial power of attorney when the sole object is the payment of pensions by welfare institutions, without recourse to monetary compensation on the part of the attorney. (*ibid.*, 29 Apr.)

- 4/V Decree No. 368 approving the rules for the implementation of Acts Nos. 18020 and 18611, which govern family benefits. (*ibid.*, 2 July)

[This Decree provides in s. 3 that family benefits are not subject to attachment, and in s. 4 that benefits may be paid in respect to minors of up to 15 years of age, pregnant women earning certain income levels and the mentally retarded under specified conditions. The Decree sets forth the methods for requesting and granting the benefits and making claims, as well as determining the means of payment, the duration and loss of the right to benefits. Benefits shall be paid out of the National Family Benefits Fund. Supreme Decree No. 140 of 17 August 1981 of the Ministry of Labour and Social Welfare is repealed.]

- 4/V Decree No. 369 approving the regulations for the implementation of Legislative Decree No. 869 of 1975 and Act No. 18611, which govern welfare pensions. (*ibid.*)

[Under s. 3 of this text, the following persons may receive welfare pensions: the handicapped over the age of 18, persons over the age of 65 and mentally retarded persons covered by Act No. 18600, all of whom must meet certain requirements. Persons who are incapable, presumably on a permanent basis, of engaging in normal work or who have undergone a reduction in their capacity to work, so that they are not in a position to support themselves, are considered handicapped. The Decree contains provisions regarding the amount of the welfare pension, its payment and duration, and loss of the right to a pension. These pensions shall be paid out by the National Fund of Welfare Pensions. Supreme Decree No. 72 of 17 February 1975 of the Ministry of Labour and Social Welfare is repealed.]

- 27/V Act No. 18620 approving the Labour Code. (*ibid.*, 6 July; errata: *ibid.*, 27 July)

[The new Chilean Labour Code, which repeals the previous Code (LS 1981—Chile 1 . . . 1981—Chile 1A and 1B) provides in its s. 1 that its provisions shall not apply to officials of the state administration or to officials or workers who are subject to special rules. It provides that the rights established by labour law are not subject to waiver as long as there is a contract of employment. The Code consists of five Books. Book I is on individual contracts of employment and job training (and deals, in particular, with individual contracts of employment, standards governing work by women and minors, working hours, a maximum 48-hour week with certain exceptions, remuneration, annual leave, special contracts for apprenticeship, agricultural workers, seafarers, dockworkers and private domestic workers, internal rules of enterprises

**CHILE (cont.)**

governing order, safety and health, the termination of contracts of employment and vocational training as a responsibility of the enterprise). Book II deals with workers' protection (protection of maternity, right to maternity leave of six weeks before giving birth and 12 weeks afterwards, social security in case of employment injury or occupational disease). Book III addresses trade union organisations and staff representatives (in which recognition is given to the right of workers in the private and state enterprise sectors to establish, without prior authorisation, organisations deemed appropriate; employment of a worker may not depend upon his or her membership or non-membership in a trade union organisation; only trade unions at the enterprise level have the right to bargain collectively; this Book also deals with unlawful practices on the part of the trade union and the employer, defined as those which infringe upon freedom of association). Book IV is on collective bargaining (Title IV, mediation; Title V, arbitration; Title VI, strikes and temporary closings of the enterprise or lock-outs), and Book V deals with jurisdiction over labour matters. Various other important texts are repealed, in particular Legislative Decree No. 2200, to make provision for contracts of employment and the protection of workers (LS 1978—Chile I), Legislative Decree No. 2756 of 1979, to lay down rules for the organisation of trade unions (LS 1979—Chile 1B), and Legislative Decree No. 2758, to lay down rules for employers' associations (LS 1979—Chile 1B).]

10/VI Act No. 18625 amending Act No. 10621 on social welfare for journalists. (ibid., 19 June)

11/VI Decree No. 54, with force of law, incorporating certain self-employed workers in the scheme of social insurance for employment injuries and occupational diseases. (ibid., 5 Aug.)

[Deals with driver/owners of motorised vehicles engaged in collective public transport or the transport of school children or cargo.]

16/VI Act No. 18626 amending the system of payment in relation to contracting manpower in remote areas of the country. (ibid., 23 June)

25/VI Decree No. 58 approving amendments to the regulations governing the welfare service of the welfare fund for private employees. (ibid., 20 Aug.)

[Amend s. 3 of the above-cited regulations (which were approved by Presidential Decree No. 1 of 2 January 1984, and which declare certain officials exempt from the requirements of years of service in order to have a right to the benefits provided for in the regulations).]

7/VII Act No. 18631 substituting the fifth and sixth subsections of section 2 of Act No. 18225 on ways for institutions to opt out of the new pension system. (ibid., 17 July)

[Deals in particular with the payment of contributions.]

25/VIII Act No. 18646 introducing amendments to Legislative Decree No. 3500 of 1980. (ibid., 29 Aug.)

[Legislative Decree No. 3500 established a new pension scheme for old age, invalidity and survivorship, based on individual capitalisation. This Act introduces a great number of changes in the Decree, in particular by replacing Title VI (old-age, invalidity and survivors' pensions) and Title VII (benefits guaranteed by the State). It also introduces amendments to Decree No. 338 of 1960, which has force of law, and Act No. 18225.]

16/IX Act No. 18656 granting a one-time bonus for national holidays. (ibid. 17 Sep.)

[The bonus is given one time only and constitutes an amount equal to the monthly family subsidy provided for every person for whom the beneficiary receives a family or maternity allowance pursuant to Act No. 18020. The bonus is granted to workers on the employment roll or on contract, as well as to certain other persons.]

20/XI Decree No. 100 approving regulations under Legislative Decree No. 3500 of 1980, which set up a new pension system. (ibid., 8 Jan. 1988)

[The pension system set up by the Act is based upon individual capitalisation using social security contributions made by pension fund participants. Participation is mandatory for employed persons and voluntary for the self-employed.]

**CHINA**

31/VII Provisional Regulations on the handling of labour disputes in state enterprises [LS 1987—China I]. (*Official Journal of the Council of State Affairs*, 31 July)

[The Regulations cover disputes in relation to the application of contracts of employment and summary dismissals, layoffs and dismissal for infractions of disciplinary rules (s. 2). If the

**CHINA (cont.)**

dispute involves ten or more employees, it shall be considered to be a collective one (s. 4). An employee has recourse to arbitration and/or mediation (s. 5). Ch. 2 specifies the structure and composition of the bodies providing arbitration and mediation services. Ch. 3 lays down the procedures to follow in seeking a resolution to disputes; arbitral decisions may be appealed to the People's Court of Justice (s. 25). Ch. 4 addresses penalties and Ch. 5 contains supplementary provisions. Entry into force 15 August 1987.]

**COLOMBIA**

- 3/III Act No. 20 amending section 12 of Legislative Decree No. 1650 of 1977. (*Diario Oficial*, Mar.)

[The above-cited section deals with the territorial scope of benefits, and provides that the services and benefits which are inherent to compulsory social security extend to the national territory, and that the Social Security Institute shall authorise health care for its beneficiaries at institutions abroad only for procedures which are not performed in the country or when an injury has occurred abroad and there has been no time to transfer the patient to Colombia.]

- 30/IV Decree No. 0776 amending the scale of assessment for permanent incapacities arising from employment accidents which are covered by section 209 of the Labour Code. (*ibid.*, 5 May)

[The Labour Code was published in the Legislative Series as LS 1950—Col. 3A . . . 1967—Col. 1A.]

- 30/IV Decree No. 0778 amending the list of occupational illnesses covered by s. 201 of the Labour Code. (*ibid.*)

[The Labour Code was published in the Legislative Series as LS 1950—Col. 3A . . . 1967—Col. 1A.]

- 15/VII Decree No. 1335 issuing regulations governing safety in underground work. (*ibid.*, 23 July)

[Repeals Resolution No. 2406 of 22 May 1979 issued by the Ministry of Labour and Social Security on the same subject.]

- 11/XII Act No. 2 amending the Constitution. (*ibid.*, 11 Dec.)

[Amends art. 183 of the Constitution in relation to the property and income of territorial bodies.]

- 18/XII Act No. 54 establishing the National Labour Council. (*ibid.*, 18 Dec.)

[Attached to the Ministry of Labour and Social Security, the Council established by this Act is a tripartite body. Its main tasks are, in particular, to guide government policy on wages and prices, make recommendations on minimum wages, review the implementation of measures and policies adopted in relation to labour legislation and social welfare, propose changes and adjustments, supervise the application of standards embodied in ILO Conventions and give consideration to ILO Recommendations. To accomplish its tasks, the Council shall have tripartite committees on employment, technology and human resources, social security, co-operatives, development of agriculture and stockraising, policy on income, prices and wages, and migration for employment.]

**COSTA RICA**

- 15/I Decree No. 17436-TSS to issue regulations under the National Employment Generation Programme. (*La Gaceta*, 20 Mar.)

[These Regulations fix the general conditions for implementing the above-mentioned programme, which was established by Executive Decree No. 17269-TSS of 10 November 1986. The Programme is to be developed in three areas: (a) the generation of employment and permanent income, meaning the development of a continuing and stable wage-earning activity which generates income; (b) training for employment, especially aimed at training management for small enterprises, and at the specialisation and improvement of existing management; and (c) assistance for temporary employment. The establishment of a rotating fund to provide credit to very small enterprises is envisaged with the goal of meeting the objectives of the Programme which are linked to promoting and providing incentives for such enterprises. The intended beneficiaries of the aid called for by these Regulations are Costa Ricans of scarce economic resources, those who are involuntarily unemployed, who are open to participating in

**COSTA RICA (cont.)**

implementing a productive project, are in training or community development, and who also meet certain other requirements.]

- 15/I Decree No. 17436-TSS issuing national regulations for the generation of employment. (ibid.)

[Issued to implement Executive Decree No. 17269-TSS of 3 September 1986 which created the National Employment Generation Programme.]

- 24/III Decree No. 17477-TSS to issue regulations under Act No. 4760 of 4 May 1971, establishing the Joint Social Aid Institute. (ibid., 15 Apr.)

[The above-mentioned Institute, IMAS, has the goal of solving the problem of the country's extreme poverty by means of a National Plan to combat it and by drawing up and implementing a national policy of social and human development for the poorest segments of society. It is to use social incentive programmes as a means for achieving the incorporation of groups of persons who fall outside the economic and social activities of the country. It is also to prepare the indigent sectors to improve their possibilities for engaging in remunerative work and for engaging in other activities, particularly by stressing the recipient sectors' own efforts and work in all of the Institute's training and educational programmes, and by promoting the training of youth and the protection of children and aged persons. Decree No. 13522 of 7 May 1982 is repealed.]

- 9/IV Act No. 7064 on promoting agricultural production and stockraising. (ibid., 8 May)

[The scope of application of this Act extends to agricultural, stockraising, bee-keeping, aquacultural and seafood production activities, as well as activities engaged in by service enterprises in mechanised agriculture. The third title of this Act is the Basic Act on the Ministry of Agriculture and Stockbreeding.]

- 14/V Act No. 7065 amending articles 14 and 15 of the Constitution of Costa Rica. (ibid., 22 July)

[The articles in question deal with naturalisation.]

- 8/VI Decree No. 17671—MAG issuing regulations under Chapters I and III of Title I and Titles II, III and IV on the FODEA Act. (ibid., 7 Sep.)

[Sec. 1 provides that because of the importance of agriculture and stock-raising in the country, it is necessary to promote such production by providing incentives to producers so as to increase their production; for purposes of the Act the activities encompassed by this section are agriculture, stockraising, bee-keeping, aquaculture, extraction from sea products and service enterprises in mechanised agriculture.]

- 29/VII Decree No. 17685-MOPP establishing a National Ports Council and issuing other provisions. (ibid., 3 Sep.)

[In particular, the functions of the National Ports Council are to co-ordinate the proper implementation of port and maritime policies and to watch over the fulfilment of directives issued for that purpose by the Executive. This text repeals Executive Decree No. 13894-T of 29 September 1982.]

- 9/IX Decree No. 17733-J establishing the post of Children's Defender. (ibid., 23 Sep.)

[The task of the Children's Defender is to protect the rights, of children and to promote policies, programmes, projects, studies and activities aimed at improving the position of children. In particular, the Children's Defender has the task of preventing violations of children's rights, through actions taken in and recommendations made to the competent public bodies.]

- 5/X Act No. 7085 on rules governing nursing services. (ibid., 18 Nov.)

[This Act applies to all institutions, public and private, in which the nursing profession is exercised.]

- 19/XI Decree No. 17989-C issuing directives concerning youth. (ibid., 17 Feb.)

[The directives address in particular formal and informal educational activities, information programmes and special attention for young women and female adolescents as part of the national policy on youth.]

- 2/XII Decree No. 17898-S regarding persons insured by the State. (ibid., 6 Jan. 1988)

[This Decree, aimed at guaranteeing overall health care for the entire population, recognises the right of "persons insured by the State" to receive health services at the facilities of the Costa

**COSTA RICA (cont.)**

Rican Social Security Fund without having to make any direct payment. It defines a "person insured by the State" as a user of health services who is not covered by any of the schemes, categories or agreements under that Fund and who lacks the resources to pay.]

**CUBA**

- 2/III Decision No. 2035 approving the programme for implementing Act No. 13 on health and safety protection on the job during the five-year period 1986-90. (*Publicación del Comité Estatal de Trabajo y Seguridad Social*, 1987)

[The purpose of the new programme is to contribute to ensuring safe, healthful and adequate working conditions; prevent employment accidents, especially fatalities, occupational diseases and fires; develop systematic improvement of working conditions; achieve appropriate physiological, psychological and social behaviour by workers; provide special protection to women, young workers and disabled workers; develop methods of evaluating hazards and working conditions together with labour organisations; establish the legal and regulatory basis for ensuring health and safety on the job; and develop overall rehabilitation programmes (physical, psychological and employment-related) for workers. Towards these goals, the State Committee on Labour and Social Security has been given the responsibility of co-ordinating and supervising the programme, and of reporting the results annually to the Government; the text provides that all participants involved shall draw up and present an annual plan of work to this Committee, and that checks on the implementation of the Programme and the annual plans shall be undertaken. The Programme shall be implemented by the bodies dealing with health and safety on the job, the bodies of the central state administration, local people's bodies, agricultural and stockraising co-operatives, other economic organisations and the Central Council of Cuban Workers.]

- 27/VIII Ministerial Decision No. 215 issuing regulations governing the State Health Inspectorate. (*Gaceta Oficial de la República de Cuba*, 1 Sep.)

[Issued in application of Act No. 41 of 13 July 1983 on public health. The State Health Inspectorate (ISE) has as its basic purpose the supervision and enforcement of the legal provisions related to standards of hygiene, health and epidemic prevention which are designed to prevent, reduce or eliminate environmental contamination and to provide the population with healthy conditions for living, studying and working. Included in the powers and duties of the ISE is the power to temporarily prohibit workers from engaging in a job which, because of inadequate hygienic conditions, poses a risk of occupational disease; the prohibition shall last until the causes of the hazard have been remedied.]

**CYPRUS**

- 24/XII Act introducing a universal child benefit scheme. No. 314/1987. (*Episemos Efemeris*, 24 Dec.)

[Under the Scheme, a child benefit is granted to a family with four dependent children from the third child onwards.]

**DENMARK**

- 6/I Notification of Act No. 6 on partial pensions (general provisions and calculation). (*Lovtiddende A*, 1987, No. 1)

[Regulates the Act's application (to workers between the ages of 60 and 67).]

- 28/I Notification to amend the Notification (No. 557 of 13 December 1985) respecting the pharmaceutical chemists' pension scheme. No. 56. (*ibid.*, No. 6)

[Amends several ss. concerning the scope of application (employee leaving employment).]

- 6/III Act respecting maternity leave and for other purposes. No. 101. (*ibid.*, No. 15)

[Under the Act, as last amended by Act No. 942 of 23 December 1986, the woman has the right to take leave four weeks before the planned delivery. After the birth the parents have 24 weeks of leave which they may share in the following way: the first 14 weeks after the birth shall be used by the mother; however, the two weeks immediately after the birth or after the child comes home can be used by both parents. The father has the right to take leave for a maximum of ten weeks. An employee cannot be dismissed for requesting parental leave. The same rules apply in relation to adoptive children.]

**DENMARK (cont.)**

- 15/III Notification respecting the Act (No. 614 of 1983) respecting an employment market training fund. No. 124. (ibid., No. 17)  
[Regulates the accounting, payment, etc., of the employer's and the employee's contributions.]
- 15/III Notification respecting the Act (No. 704 of 9 October 1986) respecting the employees' guarantee fund. No. 125. (ibid.)  
[Regulates the accounting, payment, etc., of the employer's contribution.]
- 16/III Notification respecting the Apprenticeship Act (No. 261 of 2 October 1956) [LS 1956—Den. 2]. No. 128. (ibid.)  
[Regulates the application of the Act. Incorporates all emendments to date (the most recent contained in Act No. 217 of 23 April 1986).]
- 17/III Notification respecting the employer's contribution to the part-time pensions scheme under the Social Pensions Act (No. 217 of 16 May (1984). No. 129. (ibid.)  
[Regulates the accounting, the payment, etc., of the employer's contribution to this scheme for wage earners.]
- 18/III Notification respecting the Vocational Training Act (No. 289 of 8 June 1977) [LS 1977—Den. 1]. No. 150. (ibid., No. 20)  
[Regulates the framework and content, etc., of vocational training. The Notification incorporates amendments to date (the latest in Act No. 217 of 23 April 1986).]
- 23/III Notification to amend the Notification (No. 646 of 18 December 1985) respecting asbestos under the Work Environment Act (No. 681 of 23 December 1975) [LS 1975—Den. 1]. No. 139. (ibid., No. 18)  
[Amends s. 37(4) (further training).]
- 25/III An Act to amend the Employment Injury Insurance Act (No. 79 of 8 March 1978) [LS 1978—Den. 2]. No. 142 (ibid.)  
[Amends several ss. concerning insurance payments.]
- 2/IV Notification respecting the Act (No. 578 of 26 October 1982) respecting the sharing of vocational training expenses between employers. No. 179. (ibid., No. 25)  
[Regulates organisational matters, payments, etc.]
- 22/IV An Act to amend the Placement and Unemployment Insurance Act (No. 114 of 24 March 1970) [LS 1977—Den. 2 (cons)]. No. 219. (ibid., No. 29)  
[Amends several ss. concerning the daily cash benefit for persons receiving a social pension and specifies the appeal procedure.]
- 22/IV An Act to amend the Working Environment Act (No. 681 of 23 December 1975) [LS 1975—Den. 1]. No. 220 (ibid.)  
[Amends s. 86 (the State's and commune's responsibility for a fine).]
- 12/V Notification respecting the right to pensions under the Placement and Unemployment Insurance Act (No. 114 of 24 March 1970) [LS 1977—Den. 2 (cons.)] for participants who have accrued periods of insurance and employment in another country. No. 267. (ibid., No. 37)  
[A participant can make use of periods accrued in another country only if covered by EEC Ordinance No. 1408/71 or the Nordic Convention of March 1981 respecting social security.]
- 13/V An Act to amend the Employment Injury Insurance Act (No. 79 of 8 March 1978) [LS 1978—Den. 2]. No. 276 (ibid.)
- 13/V An Act to amend the Placement and Unemployment Insurance Act (No. 114 of 24 March 1970) [LS 1977—Den. 2 (cons.)]. No. 283. (ibid., No. 38)  
[Inserts a new s. 117 (extends cash benefits).]
- 13/V An Act to amend the Act (No. 293 of 21 June 1985) respecting employment possibilities for young persons, etc. No. 284. (ibid.)
- 20/V Notification respecting the limits on and adjustments in contributions under the Act (No. 277 of 10 June 1981) respecting offers of employment for the unemployed, young persons, etc. No. 302. (ibid., No. 41)  
[Regulates the contributions to be paid by the municipality and county.]



**DENMARK (cont.)**

10/VI An Act to amend the Act (No. 277 of 10 June 1981) respecting offers of employment for the unemployed, young persons, etc. No. 368. (ibid., No. 45)

[Inserts new ss. 9(1) (4) and 9(1)(2) (rules governing review of a decision and strengthening the right to have offers of employment).]

10/VI An Act to amend the Social Pensions Act (No. 217 of 16 May 1984). No. 388. (ibid.)

10/VI An Act to amend the Social Pensions Act (No. 217 of 16 May 1984). No. 390. (ibid.)

10/VI An Act to amend the Act (No. 483 of 15 November 1985) respecting joint-stock companies, the Act (No. 484 of 15 November 1985) respecting co-operative societies, the Act (No. 324 of 4 June 1986) respecting insurance companies, and the Act (No. 374 of 15 August 1985) respecting banks and savings banks, etc. No. 401. (ibid.)

[Amends several ss. concerning employees' representatives.]

10/VI An Act to amend the Placement and Unemployment Insurance Act (No. 114 of 24 March 1970) [LS 1977—Den. 2 (cons.)]. No. 369. (ibid.)

[Inserts a new s. 118 (eliminates the possibility of review of a long-term daily cash benefit).]

10/VI An Act to amend the Placement and Unemployment Insurance Act (No. 114 of 24 March 1970) [LS 1977—Den. 2 (cons.)]. No. 366. (ibid.)

[Amends several ss. concerning the management structure of the placement organisation.]

10/VI An Act to amend the Labour Market Supplementary Pensions Act. No. 367. (ibid.)

[Amends several ss. and inserts a new s. 4a (concerning rates).]

12/VI Notification respecting private employment agencies for the placement of performers under the Placement and Unemployment Insurance Act (No. 114 of 24 March 1970) [LS 1977—Den. 2 (cons.)]. No. 405 (ibid.)

[Regulates the granting of permission to operate a private employment agency for performers (such as dancers, artists, etc.).]

25/VI Notification respecting the Employment Injury Insurance Act (No. 79 of 8 March 1978) [LS 1978—Den. 2]. No. 450. (ibid., No. 50)

[Regulates the scope of application of the Act.]

2/VII Notification respecting the election, by the employees, of the members of the boards of insurance companies. No. 466. (ibid., No. 52)

[Regulates employees' company representation (the election procedure, the work carried out by the company representative, etc.).]

3/VII Notification respecting the election by employees, of the members of the boards of joint-stock companies and co-operative societies, etc. No. 471. (ibid.)

[Regulates the employees' company representation (the election procedure, the work carried out by the representative, etc.).]

8/VII Notification respecting a training school in Copenhagen for young unemployed persons under the Employment Market Training Act (No. 237 of 6 June 1985). No. 481. (ibid., No. 53)

[Creates a training school for youth of 18 to 25 years of age who have special adjustment problems.]

23/VII Notification respecting the legal relationship between the employer and the employee under the Contract of Employment Act (No. 413 of 30 August 1971) [LS 1971—Den. 1]. No. 516. (ibid., No. 59)

[Regulates the legal relationship between the employer and the employee (the employment contract, etc). Incorporates all amendments to date (the latest in Act No. 162 of 12 April 1978).]

23/VII Notification respecting allowances, support and subsidies, etc., for participants in employment market training under the Employment Market Training Act (No. 237 of 6 June 1985). No. 507. (ibid., No. 57)

[Regulates the various subsidies which may be obtained.]

12/VIII Notification respecting the Act (No. 293 of 21 June 1985) respecting offers of employment for the unemployed, young persons, etc. No. 534. (ibid., No. 65)

**DENMARK (cont.)**

[Regulates the application of the Act to persons under 30 years of age. Various employment training programmes may be set up.]

- 12/VIII Notification respecting insurance under the Employment Injury Insurance Act (No. 79 of 8 March 1978) [LS 1978—Den. 2] for persons undergoing part of their educational training at a workplace. No. 535. (ibid.)

[Regulates the application of the Act to persons participating in work carried out at a workplace as a part of their educational training.]

- 13/VIII Notification to amend the Notification (No. 646 of 21 December 1983) respecting the right to daily cash benefit for a participant with short-term employment which is less than full time, or who cannot perform work because of weather conditions or changed work assignments. No. 529. (ibid., No. 63)

[Amends s. 2(4) (decreases working hours from 40 to 39).]

- 26/VIII Notification respecting payment of pensions to participants living abroad under the Placement and Unemployment Insurance Act (No. 114 of 24 March 1970) [LS 1977—Den. 2 (cons.)]. No. 572. (ibid., No. 70)

[A participant may, without special permission, receive a pension while abroad for three months each year.]

- 1/IX Notification respecting the Registry of Gene Technology. No. 579. (ibid., No. 72)

[Governs the Registry of Gene Technology set up under the Act (No. 288 of 4 June 1986) respecting the working environment and gene technology.]

- 1/IX Notification respecting gene technology and the working environment under the Work Environment Act (No. 681 of 23 December 1975) [LS 1975—Den. 1]. No. 578. (ibid.)

[The Notification regulates the application of the Act (No. 288 of 4 June 1986) respecting the environment and gene technology (*Lovtidende A*, 1986, No. 37, pp. 872–877). The general rules under the Work Environment Act apply. This Notification includes definitions, administrative provisions and requirements for engaging in work involving gene technology (approval of authorities, prior examination of work permits, etc.). Seven appendices specify categories of research complexes, information to be provided, procedure for registration of such work, and criteria for the evaluation and approval of projects.]

- 17/IX Notification respecting the Placement and Unemployment Insurance Act (No. 114 of 24 March 1970) [LS 1977—Den. 2 (cons.)]. No. 599. (ibid., No. 75)

[This Notification regulates the work carried out by the labour office in regard to placement. It covers the organisation and financing of placement offices, the nature of allowances available to encourage workers' mobility, cash benefits, special rules for part-time workers, pensions, holiday pay, and so forth. It incorporates the amendments to the 1970 Act made up to 10 June 1987 (in Act No. 369).]

- 17/IX Notification to amend the Notification (No. 451 of 11 October 1985) respecting the calculation of the requisite 26-week period under s. 55 of the Placement and Unemployment Insurance Act (No. 114 of 24 March 1970) [LS 1977—Den. 2 (cons.)]. No. 633. (ibid., No. 81)

[Amends ss. 1(2) and 3. Inserts a new s. 1(5) (concerning the calculation toward time worked).]

- 23/IX Notification respecting work safety on vessels under the Act (No. 98 of 12 March 1980) respecting the safety of vessels, etc. No. 612. (ibid., No. 77)

[Regulates the seafarers' election of an employee representative when six to 11 persons are employed on a vessel.]

- 28/IX Notification respecting the Social Pensions Act (No. 217 of 16 May 1984). No. 624. (ibid., No. 80)

[Regulates the application of the Act. Incorporates all amendments to date (the latest in Act No. 390 of 10 June 1987).]

- 13/X Notification respecting subsidies from and contributions to supplementary employment market pensions under Act No. 203 of 1978 [cf. Notification No. 543 of 1982]. No. 695. (ibid., No. 94)

[Regulates the manner of calculating pensions payable, contributions to the pension scheme, etc.]

**DENMARK (cont.)**

- 30/X Notification respecting the Supplementary Employment Market Pensions Act (No. 203 of 1978). No. 696. (ibid.)  
[Regulates the payment and reports of contributions, etc.]
- 10/XI Notification respecting participation and daily cash benefits for persons covered by an unemployment insurance scheme in another Nordic country under the Nordic Agreement respecting unemployment benefits (of 12 November 1985). No. 705. (ibid., No. 96)  
[Regulates the application of the Agreement, which entered into force for Denmark on 1 Dec. 1987.]
- 11/XI Notification respecting the reporting of employment accidents, etc., to the Shipping Board under the Act (No. 98 of 12 March 1980) respecting safety on board ship. No. 173. (ibid., No. 98)  
[Any employment injury or poisoning that has led to an incapacity to work for at least one day shall be reported.]
- 16/XI Notification respecting safety, etc., on off-shore installations under the Act (No. 292 of 10 June 1981) respecting off-shore installations. No. 711. (ibid., No. 97)  
[Regulates the manner in which work is to be carried out on off-shore installations.]
- 2/XII Notification respecting the Unemployment Funds' collection of daily cash benefits that are to be reimbursed by the participant under the Placement and Unemployment Insurance Act (No. 455 of 1977) [LS 1977—Den. 2]. No. 756. (ibid., No. 104)  
[Regulates procedures for handling claims.]
- 21/XII Notification respecting vocational training under the Work Environment Act (No. 681 of 1975) [LS 1975—Den. 1] for certain drivers of on-the-road vehicles. No. 930. (ibid., No. 116)  
[Regulates the application of EEC Council Directive No. 3820/85 of 20 December 1985.]
- 23/XII Act to amend the Social Pensions Act (No. 217 of 1984). No. 868. (ibid., No. 110)  
[Amends several ss. respecting a supplementary subsidy for heating.]
- 23/XII Act to amend the Social Pensions Act (No. 217 of 1984). No. 869. (ibid., No. 110)
- 23/XII Act to amend the Employment Injury Insurance Act (No. 79 of 1978) [LS 1978—Den. 2]. No. 871. (ibid.)  
[Inserts new ss. 42(2), 42(3), and 54a (respecting employer's compensation for costs under the Act).]
- 23/XII Act to amend the Act (No. 81 of 1984) respecting the daily cash benefit in the event of sickness or maternity. No. 872. (ibid.)  
[Amends several ss. to reduce the period of employment necessary in order for a person to receive benefits.]
- 23/XII Notification respecting the application and payment, etc., of social pensions under the Social Pensions Act (No. 217 of 1984). No. 873. (ibid.)  
[Regulates procedures.]
- 23/XII Notification respecting social pensions. No. 874. (ibid.)  
[Regulates the application of the Social Pensions Act (No. 217 of 1984) (the right to obtain a pension, partial pensions, etc.).]
- 23/XII Act to amend the Act (last amended by Act No. 534 of 12 August 1987) respecting employment possibilities for young persons. No. 877. (ibid.)  
[Amends several ss. respecting decisions taken by the Ministry of Labour (s. 8(5)), subsidies available (s. 18) and training for employment (ss. 23a, 23b, 23c, 23d and 23e).]
- 23/XII Act to amend the Act (No. 543 of 1982) respecting the supplementary pensions scheme. No. 878. (ibid.)  
[Inserts a new s. 17a and amends s. 28 (compensation for the employer's contribution).]
- 23/XII Act to amend the Employment Market Training Fund Act (No. 316 of 25 June 1985). No. 879. (ibid.)  
[Amends several ss. respecting contributions to the fund.]

**DENMARK** (cont.)

- 23/XII Act to amend the Act (No. 562 of 1982) respecting the Employees' Wage Guarantee Fund. No. 880. (*ibid.*)  
[Amends ss. 9 and 13(1) (contributions to the Fund).]
- 23/XII Act to amend the Placement and Unemployment Insurance Act (No. 114 of 1970) [LS 1977—Den. 2 (cons.)]. No. 881. (*ibid.*)
- 23/XII Act to amend the Act (No. 7 of 1980) respecting a workers' cost-of-living fund and the Act (No. 203 of 1978) respecting supplementary employment market pensions. No. 882. (*ibid.*)  
[Amends several ss. respecting rules on investments.]
- 23/XII Act to amend the Act (No. 179 of 1987) respecting reimbursement to employers for vocational training. No. 883. (*ibid.*)  
[Amends several ss. in particular Ch. 2 on financing the reimbursement.]
- 23/XII Act to amend the Act (No. 292 of 18 June 1969) respecting civil servants' pensions. No. 884. (*ibid.*)
- 28/XII Notification respecting health service in enterprises. No. 889. (*ibid.*)  
[Regulates the application of Act No. 646 of 18 December 1985, as amended.]

**Faerøe Islands**

- 18/XI Act to amend the Act (No. 408 of 1983) respecting social benefits on the Faerøe Islands. No. 718. (*ibid.*, No. 98)  
[Amends several sections respecting financing, increases in pensions, etc.]

**ETHIOPIA**

- 1/II The Constitution of the People's Democratic Republic of Ethiopia. Proclamation No. 1 of 1987. (*Negarit Gazette*, 12 Sep.)  
[This Constitution, approved in a referendum held on 1 February 1987, contains 119 articles in the following Chapters: the Political System (Ch. 1); the Economic System (Ch. 2); Social and Cultural Policy (Ch. 3); Defence of the Country, Protection of the People and the Revolution (Ch. 4); Foreign Policy (Ch. 5); Citizenship (Ch. 6); Fundamental Freedoms, Rights and Duties of Citizens (Ch. 7); the Form of the State (Ch. 8); the National Shengo (referring to the supreme organ of state power (Ch. 9)); the Council of State (Ch. 10); the President of the Republic (Ch. 11); the Council of Ministers (Ch. 12); Organs of Power and Administration of Administrative and Autonomous Regions (Ch. 13); the Judiciary (Ch. 14); the Procuracy (Ch. 15); Flag, Emblem, National Anthem, Language and Capital City (Ch. 16); and Legal Force and Amendment of the Constitution (Ch. 17). Article 6(2) states, "The Workers' Party of Ethiopia charts the direction for the development of the country and is the guiding force of the State and the entire society." The fundamental freedoms set forth in Ch. 7 include equality before the law irrespective of nationality, sex, religion, occupation, social or other status; equal rights for men and women; provision of special support for women, particularly in education, training and employment; the right to work; state creation of employment opportunities and improvement in working conditions; right of working people to rest; right to health care; freedom of speech, press, assembly, peaceful demonstration and association; and the duty to work by respecting responsibilities and labour discipline.]
- 20/IV Proclamation to provide for the establishment of the Defence Industry Commission. No. 313 of 1987. (*ibid.*, 20 Apr.)  
[Provides for the establishment of the Commission, whose powers and duties include prescribing standards of industrial safety and health protection for defence industry enterprises and supervising their implementation (s. 5(6)).]
- 25/VII Proclamation to provide for the establishment of the Ethiopian Valleys Development Studies Authority. No. 318 of 1987. (*ibid.*, 25 July)  
[Provides for the establishment of the Authority, whose powers and duties include preparing master plans for valley development, improving irrigation methods and so forth.]
- 10/VIII Proclamation to provide for the establishment of the Building and Construction Design Authority. No. 327 of 1987. (*ibid.*, 10 Aug.)

**ETHIOPIA (cont.)**

[Establishes the Authority, whose powers and duties include co-operating with other government offices for the training of manpower required for building and transport construction design (s. 6(ii)).]

- 21/VIII Proclamation to provide for the establishment of the Development Project Studies Authority. No. 330 of 1987. (*ibid.*, 21 Aug.)

[Provides for the establishment of the Authority, whose powers and duties include promoting national capability in consulting services, training manpower therefor, carrying out economic studies and so forth (s. 8)]

**FIJI**

- 14/V Public Emergency Regulations 1987. Legal Notice No. 1186. (*Fiji Royal Gazette*, 18 May)

[Spells out powers for maintaining public safety (prohibition and dispersal of assemblies, curfew, etc.) and the power to detain suspected persons.]

- 1/X Fiji Constitution 1970 Revocation Decree 1987 (Interim Military Government Decree No. 1). (*Fiji Gazette*, 1 Oct.)

[Wholly removes the Fiji Constitution 1970, as from 25 September 1987.]

- 1/X Fiji Existing Laws Decree 1987 (Interim Military Government of Fiji Decree No. 2). (*ibid.*)

[States inter alia that "the existing laws in force immediately before the 25th day of September 1987 shall continue in force and shall be read with such modifications, adaptations, qualifications and exceptions as may be necessary in view of the Fiji Constitution Revocation Decree 1987".]

- 7/X Republic of Fiji Decree 1987 (Interim Military Government of Fiji Decree No. 8). (*ibid.*, 7 Oct.)

[The Decree declares Fiji to be a Republic adhering to certain principles stated in the Declaration.]

- 26/X Fundamental Freedoms (Amendment) (No. 1) Decree 1987. No. 13. (*ibid.*, 26 Oct.)

[Deletes s. 14 of the Fundamental Freedoms Decree 1987.]

**FINLAND**

- 16/I An Act to amend and to temporarily amend the State Pensions Act (No. 280 of 1966). (*Finlands Författningssamling—Suomen Säädoskokoelma*, 21 Jan.)

[Amends ss. 5(2), 7(2) and 19 (unemployment or invalidity) and temporarily amends s. 8(4) (c) (age for receiving a pension).]

- 16/I An Act to amend the State Pensions Act (No. 280 of 1966). (*ibid.*)

[Amends s. 8(4) (retirement age).]

- 16/I An Act to amend the Protection of Labour Act (No. 299 of 1958) [LS 1958—Fin. 1]. (*ibid.*, 23 Jan.)

[Repeals ss. 3 and 28(2); amends several ss. (the scope of application) and inserts several new ss. (the scope of application).]

- 16/I An Act to amend the Labour Protection Act (No. 131 of 1973) [LS 1973—Fin. 1]. (*ibid.*)

[Amends the title of the Act to: Act respecting labour protection and procedures for making changes in relation to labour protection matters. Amends ss. 1 (the scope of application), 4(1)(6) (inspection procedure), 18 (appeal procedure) and s. 24(1) (6) (penalties). Inserts new ss. 23a (failure to act in relation to a defect found on inspection) and 26(2) (penalty for not respecting the time-limit for notice of termination).]

- 23/I An Act to amend the Farmers' Accident Insurance Act (No. 1026 of 1981) (LS 1981—Fin. 1]. (*ibid.*, 28 Jan.)

- 23/I An Act to amend the Farmers' Pensions Act (No. 467 of 1969) (LS 1969—Fin. 2 (cons.), 1970—Fin. 7]. (*ibid.*)

[Amends s. 1(2) (3 and 4) (the scope of application) and inserts new ss. 1(2) (5) (the scope of application), 3(3) (the entry into force of the pension) and 19(7) (the Farmers' Pensions Institutions' duty to furnish information to other institutions or authorities).]

**FINLAND (cont.)**

- 23/I An Act to amend the Workers' Pensions Act (No. 395 of 1961) [LS 1961—Fin. 4]. (ibid.)
- 23/I Ordinance to amend the Ordinance (No. 183 of 1962) respecting Workers' Pensions. (ibid.)
- 23/I An Act to amend the Act (No. 31 of 1976) respecting training for employment. (ibid., 30 Jan.)  
[Amends ss. 1 (definition of training for employment), 11 (teachers at a trainee school), 13(2-4) and 16(2) (benefits that can be obtained). Inserts new ss. 5a (the authorities' responsibility for benefits) and s. 12(3) (the possibility of receiving training under other programmes).]
- 23/I Ordinance to amend the Ordinance (No. 538 of 1985) respecting forestry work in order to relieve unemployment. (ibid.)
- 23/I Act approving the Nordic agreement respecting unemployment benefits. No. 838. (ibid., 19 Nov.)  
[Approves the agreement signed in Mariehamn on 12 November 1985.]
- 30/I An Act to amend the Child Allowances Act (No. 541 of 1984) [LS 1984—Fin. 3]. (ibid., 5 Feb.)
- 30/I Ordinance No. 67 of 30 January 1987 on occupational diseases. (ibid.)  
[Repeals Ordinance No. 639 of 29 December 1967 (LS 1967—Fin. 2B).]
- 5/II Decision of the Council of State respecting parental benefits for sick-nursing and rehabilitation of children. (ibid., 11 Feb.)  
[Regulates the subsidies paid to parents under the Sickness Insurance Act (No. 364 of 1963).]
- 6/II An Act to amend the Student Grants Act (No. 28 of 1972). (ibid., 12 Feb.)  
[Amends s. 2 (the scope of application) and inserts a new s. 10a (an adult student can obtain extra grants for lost income).]
- 19/II Decision of the Council of State respecting the amount of maternity allowance. (ibid., 26 Feb.)
- 19/II Decision of the Council of State respecting the duty to provide information about health risks at the workplace. (ibid.)  
[Regulates the duties of the employer and the employee to inform personnel of health care institutions about machines, etc., that might pose a risk at work.]
- 19/II Decision of the Council of State respecting the length of annual leave for farmers under the Act (No. 2 of 1985) respecting replacement service for farmers. (ibid., 10 Mar.)  
[Sets the annual leave at 1 and 2/5 days for each full month of work.]
- 20/II Ordinance to amend the Ordinance (No. 206 of 1976) respecting training for employment. (ibid., 26 Feb.)  
[Amends s. 29 (the scope of application) and inserts new ss. 42a (benefits for the unemployed) and 51a (payment of benefits).]
- 20/II Ordinance to amend the Ordinance (No. 794 of 1986) respecting the Joint Committee on Industrial Hygiene and Welfare. (ibid., 27 Feb.)  
[Amends s. 3 (the composition of the Joint Committee).]
- 20/II An Act to amend the Accident Insurance Act (No. 608 of 1948) [LS 1948—Fin. 4A (cons.), 1950—Fin. 2A]. (ibid., 26 Feb.)  
[Amends ss. 14(1)(1) (the scope of application) and 26(1) (advanced salary payment which had been granted before the accident). Inserts new ss. 16a (income spent for care of the sick or rehabilitation) and 60(4) (reimbursement of income spent for care of the sick or rehabilitation).]
- 27/II An Act to amend the Act (No. 602 of 1984) to protect the livelihood of unemployed persons. (ibid., 5 Mar.)
- 27/II An Act to amend the Act (No. 603 of 1984) respecting unemployment funds. (ibid.)  
[Inserts new ss. 26(2) and 27(2) (public contributions).]
- 27/II An Act to amend the Annual Leave Act (No. 272 of 1973). (ibid., 10 Mar.)
- 3/III Decision of the Ministry of Social Welfare and Health respecting calculation of annual

**FINLAND (cont.)**

income under the Farmers' Accident Insurance Act (No. 1026 of 1981) [LS 1981—Fin. 1]. (ibid., 5 Mar.)

[Regulates the calculation of annual income for insurance purposes.]

6/III An Act to amend the Hours of Work Act (No. 604 of 1946) [LS 1946—Fin. 4A (cons.), 1965—Fin. 1A]. (ibid., 12 Mar.)

[Amends s. 16(4) (permitted exceptions).]

6/III An Act to amend the Act (No. 400 of 1978) respecting shops and offices hours of work [LS 1980—Fin. 1B]. (ibid., 12 Mar.)

6/III An Act to amend the Seamen's Hours of Work Act (No. 296 of 1976) [LS 1976—Fin. 1]. (ibid.)

6/III An Act to amend the Act (No. 31 of 1976) respecting training for employment. (ibid., 17 Mar.)

13/III The Employment Act (replaces the Employment Act (No. 946 of 1971) [LS 1971—Fin. 1]). (ibid., 18 Mar.)

[Regulates the plan for achieving full employment for Finnish citizens; published as LS 1987—Fin. 1.]

22/IV Decision of the Council of State respecting adult student grants. (ibid., 30 Apr.)

[Regulates the conditions for an adult student (over 30 years of age) who has worked to obtain extra student grants to replace reduced income. Issued under the Student Grants Act (No. 95 of 1987).]

28/IV Decision of the Ministry of Social Welfare and Health respecting the payment under s. 19b of the Workers' Pensions Act (No. 395 of 1961) [LS 1961—Fin. 4], s. 1 of the Act (No. 134 of 1962) respecting pensions for workers employed under short-term contracts, s. 19 of the Farmers' Pensions Act (No. 467 of 1969) [LS 1969—Fin. 2 (cons.), 1970—Fin. 7], s. 17 of the Self-Employed Persons' Pensions Act (No. 468 of 1969), and s. 11 of the Act (No. 662 of 1985) respecting pensions for certain performers and editors who are parties to an employment relationship. (ibid.)

[Regulates the payment of pensions.]

21/V Decision of the Council of State under the Protection of Labour Act (No. 299 of 1958) [LS 1958—Fin. 1]. (ibid., 27 May)

[Regulates work carried out with lathes and their inspection.]

29/V Ordinance to amend the Ordinance (No. 742 of 1984) to give effect to the Act (No. 602 of 1984) to protect the livelihood of unemployed persons. (ibid., 1 June)

[Regulates the payment of unemployment benefits.]

26/VI An Act to amend the Act (No. 408 of 1977) respecting the payment of leave allowances to small-scale entrepreneurs. No. 603. (ibid., 1 July)

[Repeals ss. 4(1), 14(2) and 15 and amends ss. 3(1), 8(1), 9(1), 11(1) and 13(1) (concerning the local authorities applying the Act).]

10/VII Act to amend the Act respecting contracts of employment (No. 320 of 1970 [LS 1970—Fin. 2 (cons.), 1974—Fin. 2]. No. 654. (ibid., 22 July)

[Amends s. 46 (concerning benefits for lodging).]

21/VIII Act to amend the State Family Pensions Act (No. 774 of 1968). No. 714. (ibid., 26 Aug.)

[Amends several ss. (5, 6, 7 and 12(5)) respecting the granting of state family pensions together with other pensions.]

21/VIII Act to amend the State Pensions Act (No. 280 of 1966). No. 715. (ibid., 26 Aug.)

[Amends s. 10(4) (respecting the granting of this pension together with other pensions).]

21/VIII Act to amend the State Pensions Act (No. 280 of 1966). No. 716. (ibid.)

[Amends s. 8 respecting the conditions for obtaining a retirement pension.]

21/VIII Ordinance to amend the Ordinance (No. 673 of 1967) respecting regulations governing the National Committee on Pension Affairs. No. 717. (ibid.)

**FINLAND (cont.)**11/IX The Employment Ordinance. No. 737. (*ibid.*, 15 Sep.)

[Provides details regarding the implementation of the Employment Act (No. 275 of 13 March 1987; LS 1987—Fin. 1). Inter alia, the Act establishes an obligation on the State, communes and associations of communes to create employment opportunities, particularly for young persons, the long-term unemployed and the handicapped. The Ordinance lays down the conditions and procedures applicable to awarding the various types of employment grants and subsidies.]

15/X Decision of the Council of State to amend its decision (No. 391 of 1987) respecting subsidies to help young farmers to become launched. No. 783. (*ibid.*, 21 Oct.)

[Inserts a new s. 9(4) (respecting the maximum subsidy).]

16/X Ordinance to amend the Ordinance (of 7 November 1969) respecting the application of the Act (No. 671 of 1969) to provide for pensions for workers employed under short-term contacts. No. 791. (*ibid.*, 23 Oct.)

[Amends ss. 3(1 and 3) and 5, and inserts a new s. 3(4) (respecting pension-bearing income).]

30/X Ordinance to amend the Sickness Insurance Ordinance (No. 473 of 1963). No. 807. (*ibid.*, 4 Nov.)

[Inserts a new s. 17*a* (respecting the competence to take decisions).]

13/XI Ordinance respecting the entry into force of the Nordic agreement respecting unemployment benefits and of the Act (No. 838 of 1987) approving it. No. 839. (*ibid.*, 19 Nov.)26/XI Decision of the Council of State respecting work carried out with asbestos under the Act respecting the Protection of Labour (No. 299 of 1958) [LS 1958—Fin. 1]. No. 886. (*ibid.*, 1 Dec.)

[Regulates the way the work is to be carried out when material contains asbestos (the employer's duties).]

4/XII An Act to amend the Act respecting contracts of employment (No. 320 of 1970) [LS 1970—Fin. 2]. No. 935. (*ibid.*, 10 Dec.)

[Inserts a new s. 17(4); former s. 17(4) becomes 17(5) (impartial evaluation of a candidate for employment; amends s. 54 (penalties imposed on the employer).]

4/XII An Act to amend the Seamen's Act (No. 423 of 1978) [LS 1978—Fin. 2]. No. 936. (*ibid.*)

[Repeals s. 83(3), and inserts new ss. 15(4) (old 15(4) becoming 15(5)) (impartial evaluation of a candidate for employment) and 83(2) (penalties imposed on the employer).]

4/XII An Act to repeal certain sections of the Act (No. 574 of 1972) respecting the administration of workers' protection. No. 937. (*ibid.*)11/XII Act to amend the Farmers' Pensions Act (No. 467 of 1969) [LS 1969—Fin. 2; see also 1970—Fin. 7]. No. 1009. (*ibid.*, 21 Dec.)

[Amends ss. 1(2) (4) (definition of "farmer" to include family members working at the farm), 8(4) (definition of salary paid to family member), 10(4) (liability of the farmer for the family member's premium) and 11(3) (extending the application of certain ss. to members of the family who are not remunerated). Inserts a new s. 1*a* (definition of family members covered by the law).]

11/XII Act to amend the Farmer's Accident Insurance Act (No. 1026 of 1981) [LS 1981—Fin. 1]. No. 1010. (*ibid.*, 21 Dec.)

[Amends s. 3(4) and inserts a new s. 5(4) (respecting the Act's applicability to certain family members working at the farm).]

11/XII Act to amend the Act (No. 608 of 1946) respecting the Labour Council and the authorisation of exceptions in connection with workers' protection. No. 1038. (*ibid.*, 23 Dec.)18/XII Ordinance to amend the Ordinance (No. 609 of 1946) respecting the Labour Council and the authorisation of exceptions in connection with workers' protection. No. 1048. (*ibid.*)22/XII Decision of the Council of State respecting subsidies for the employment of handicapped persons under the Employment Ordinance (No. 737 of 1987) [LS 1987—Fin. 2]. No. 1117. (*ibid.*, 29 Dec.)

[Regulates the subsidies that can be obtained (conditions, etc.).]



**FINLAND (cont.)**

23/XII Act to amend the Employment Act (No. 275 of 1987) [LS 1987—Fin. 1]. No. 1174. (ibid., 30 Dec.)

[Amends s. 29(1) (entry into force) and inserts new ss. 20(2) (work carried out at an enterprise owned by the local authority will be considered as being carried out at the local authority) and 29(2) and (3) (former s. 29(2) becomes 29(4)) (respecting subsidies paid to the local authorities).]

23/XII Ordinance to amend the Ordinance (No. 372 of 1973) respecting the administration labour protection. No. 1176. (ibid.)

[Amends several ss., repeals s. 16(5) and (7) and inserts ss. 22(1) (11), 36(8) and 45(2) and (3) (respecting the organisation of work).]

23/XII Ordinance to amend the Employment Ordinance (No. 737 of 1987). No. 1181. (ibid.)

[Amends ss. 52, 53 and 54(3) respecting the administration of applications for subsidies.]

23/XII Act to amend the Sickness Insurance Act (No. 364 of 1963). No. 1109 (ibid., 29 Dec.)

[Amends several ss. and inserts a new s. 59(6) respecting the scope of application (various costs that will be covered, etc.).]

23/XII Act to amend the Act (No. 24 of 1985) respecting subsidies for child care at home. No. 1112 (ibid.)

[Amends ss. 6(1) and 7(1) (respecting increased subsidy for having more than one child).]

23/XII Ordinance to amend the Sickness Insurance Ordinance (No. 473 of 1963). No. 1113. (ibid.)

[Inserts a new s. 41a (respecting dental care).]

23/XII Act to amend the Act (No. 602 of 1984) to protect the livelihood of unemployed persons. No. 1193. (ibid., 31 Dec.)

[Amends s. 39(2) respecting the constitution of the Committee on Unemployment.]

23/XII Act to amend the Mediation in Labour Disputes Act (No. 420 of 1962) [LS 1962—Fin. 1, see also 1970—Fin. 5]. No. 1198. (ibid.)

[Repeals ss. 2 and 20 (1). Amends ss. 4 (the office of government arbitrators), 8(1) (planned action considered to concern important societal functions) and 20(2) (remuneration of arbitrators).]

23/XII Ordinance to amend the Ordinance (No. 692 of 1973) respecting the leave entitlements of government officials. No. 1199. (ibid.)

[Repeals ss. 4, 5 and 11. Amends ss. 1 (the scope of application), 3(2), 3(3), (6) and (10) (off-duty time), 7(1) (period of service that gives rise to leave entitlement) and 22 (erroneously granted leave).]

23/XII Ordinance respecting leave entitlements and leave remuneration of certain government officials employed on a part-time or spare-time basis and of independent teachers. No. 1200. (ibid.)

[Regulates the leave entitlements of government officials who have been engaged for either 20 hours a week for a period of four weeks or who have been engaged for at least 18 days of the year or for 35 hours during one year.]

23/XII Ordinance to amend the Ordinance (No. 294 of 1960) respecting hours of work at governmental offices and institutions. No. 1201. (ibid.)

[Amends ss. 3 (relief periods), 5 (special circumstances for overtime) and 30 (exempted civil servants).]

23/XII Ordinance to amend the Ordinance (No. 472 of 1968) respecting the application of the Hours of Work Act [see LS 1965—Fin. 1A] to civil servants. No. 1202. (ibid.)

23/XII Ordinance respecting collective agreements governing civil servants under the Collective Agreements Act (No. 664 of 1970) [LS 1970—Fin. 3]. No. 1203. (ibid.)

[Regulates the procedure to be followed in reaching an agreement.]

23/XII Mediation in Labour Disputes Ordinance under the Act respecting mediation in labour disputes (No. 420 of 1962) [LS 1962—Fin. 1, 1970—Fin. 5 (cons.)]. No. 1205. (ibid.)

**FINLAND (cont.)**

[Conditions applicable to arbitrators (qualifications and method of appointment, number of district arbitrators, etc.).]

- 31/XII Act to amend the Farmer's Pensions Act (No. 467 of 1969) [LS 1969—Fin. 2, 1970—Fin. 7 (cons.)]. No. 1315. (ibid.)

[Amends s. 6e (respecting the duty of the regional farmers' district institutions to submit certain information to the pensions office).]

- 31/XII Act to amend the Act (No. 16 of 1974) respecting retirement pensions for farmers. No. 1316. (ibid.)

[Amends ss. 15(2) and 23(1) and (2) respecting the decision-making process.]

- 31/XII Act to amend the Sickness Insurance Act (No. 364 of 1963). No. 1286. (ibid.)

[Amends ss. 5 (1) (3a) and 5a (reimbursement of certain medical costs).]

**FRANCE**

- 15/I Order establishing the methods for persons with occupational experience to obtain a certificate of competency to engage in the occupation of overland cargo transporter and renter of industrial vehicles for cargo transport. (*Journal officiel*, 7 Mar.)

- 17/II Decree No. 87-113 amending Chapter I of Title I of Book VII of the Labour Code (Second Part: Decrees of the Council of State). (ibid., 20 Feb.)

[This Decree is to implement sections L. 231-8 and L. 231-9 of Act No. 82-1097 of 23 December 1982 (LS 1982—Fr. 2E) as regards health and safety measures to be taken in mines and quarries. It defines the membership, functioning and role of the committee on health and safety and working conditions in those industries.]

- 18/II Decree No. 87-116 amending the Decree of 2 November 1979 regarding the status of seafarers working abroad in relation to the special social security scheme for seafarers and section R. 8 of the Code of seafarers' retirement pensions. (ibid.)

- 18/II Decree No. 87-107 amending Title I of Book V of the Labour Code (Second Part: Decrees of the Council of State) and regarding conciliation boards. (ibid., 19 Feb.)

[The Decree contains amendments related to the computerisation of electoral rolls for the election of conciliation boards.]

- 19/II Order regarding the means of covering, in the sickness insurance scheme, non-salaried workers in non-agricultural occupations who are suffering from serious conditions not appearing in the list contained in subsection 3 of section L. 322-3 of the Social Security Code. (ibid., 5 Mar.)

[Adds a subsec. 3 to the Order of 9 May 1986 regarding the coverage, by regional funds, of ill persons who have been receiving care for more than six months.]

- 27/II Decree No. 87-142 amending Decree No. 75-957 of 17 October 1975 setting forth the conditions for implementing section 997 of the Rural Code regarding hours of daily rest in agriculture. (ibid.)

[Concerns persons working on artificial insemination.]

- 27/II Decree No. 87-132 implementing section L. 322-3. (ibid., 28 Feb.)

[This Decree refers to s. L. 322-3 of the Labour Code (LS 1981—Fr. 1 . . . 1984—Fr. 1). It concerns assistance established by an agreement between employers and workers which is to be paid to workers as a daily allocation, with the aim of assisting in their retraining and occupational reintegration.]

- 27/II Decree No. 87-133 amending Books III and IX of the Labour Code (Second Part: Decrees of the Council of State) and regarding agreements reached with the participation of the National Employment Fund. (ibid.)

[Various amendments concerning consultation of the works council on plans for agreements on training workers, in particular in case of their dismissal for economic reasons.]

- 27/II Decree No. 87-134 amending Books I, III and IV of the Labour Code (Second Part: Decrees of the Council of State) and regarding procedures governing dismissal. (ibid.)

[Various amendments concerning in particular the procedures governing dismissal for economic reasons.]

**FRANCE (cont.)**

- 2/III Decree No. 87-137 concerning the central council on nuclear safety and information. (*ibid.*, 3 Mar.)

[The purpose of this Council includes dealing with all matters related to the safety of nuclear installations and information for the public and the media in relation thereto.]

- 3/III Decree No. 87-143 amending Decree No. 85-379 of 27 March 1985 on the granting of maritime vocational training certificates. (*ibid.* 5 Mar.)

- 3/III Decree No. 87-144 on the conditions for taking command and on the duties of officers on board merchant and fishing vessels. (*ibid.*)

[Tables I and II (which set forth the above-mentioned conditions), attached as appendices to s. 1 of the Decree, replace those of Decree No. 85-380 of 27 March 1985.]

- 20/III Decree No. 87-185 concerning work for the benefit of the community. (*ibid.* 21 Mar.)

[A model contract and a model agreement relating to the arrangements for performing work for the benefit of the community are attached in an appendix. Repeals Decree No. 84-953 of 25 October 1984 concerning community works.]

- 26/III Decree No. 87-202 amending the Labour Code (Second part: Decrees of the Council of State) on assistance to job-seekers who establish or take over an enterprise. (*ibid.*, 28 Mar.)

[Various amendments regarding assistance for the establishment of an enterprise, dealing with the conditions for obtaining such aid and the methods and procedures applicable to its being granted.]

- 27/III Decree No. 87-206 amending the Social Security Code, issued in implementation of certain provisions of Act No. 86-1307 of 29 December 1986 regarding the family. (*ibid.*, 29 Mar.)

[Various amendments regarding in particular the acquisition of the right to an allowance for a young child and the method of obtaining it (Title I) and a parental education allowance (Title II). Title III concerns certain provisions on medical examinations for mothers and children.]

- 27/III Decree No. 87-207 to implement Act No. 86-1307 of 29 December 1986 regarding the family. (*ibid.*)

[Various amendments dealing in particular with housing and moving allowances.]

- 27/III Decree No. 87-210 regarding the conditions under which the State will assume part of the contributions for sickness insurance and maternity coverage for the non-salaried workers in non-agricultural occupations encompassed by section 10 of Act No. 87-39 of 27 January 1987, which contained various measures concerning social affairs. (*ibid.* 31 Mar.)

[The Decree stipulates that the State shall assume half the minimum annual contributions for sickness insurance which are owed by press correspondents and newspaper vendors.]

- 27/III Decree No. 87-213 to amend the Social Security Code (Second part: Decrees issued by the Council of State) and regarding the allowance for caring for a child at home. (*ibid.*)

[This Decree sets forth the conditions and the methods for obtaining the allowance for caring for a child at home.]

- 4/VI Order of 4 June 1987 amending the Order of 17 February 1984 regarding the granting of a certificate of competency to enter the labour market. (*ibid.*, 10 July)

[Makes it possible for young persons between the ages of 16 and 25 to obtain a certificate of competency to enter the labour market (CCIP) upon completion of an internship in certain training centres.]

- 6/VI Order of 6 June 1987 in application of section 19 of Decree No. 86-269 of 13 February 1986 regarding the protection of employees exposed to benzene, and setting forth recommendations and technical instructions which doctors practising occupational medicine are to follow to ensure proper medical supervision of employees exposed to benzene. (*ibid.*, 19 July).

[In an appendix, contains a document setting forth the general principles governing medical supervision.]

- 19/VI Act No. 87-423 regarding the duration and arrangement of working time. (*ibid.*, 20 June)

[This Act (LS 1987—Fr. 1) amends the Labour Code (LS 1981—Fr. 1 . . . 1986—Fr. 1) in various ways. It provides in particular that an extended collective agreement or accord or one at the works or establishment level may depart from the legal provisions in force regarding the arrangement or the distribution of working hours, whether within a week (s. 1), over a cycle of

## FRANCE (cont.)

several weeks (s. 5), or over the entire year (s. 6). The new provisions involve variations regarding the methods for recouping hours lost following a collective labour stoppage (s. 2), the calculation of overtime hours for purposes of paying increased rates (ss. 5, 6 and 8) and the right to compensatory leave (ss. 6 and 8). Sec. 15 stipulates that weekly rest may fall on a day other than Sunday. Sec. 14 provides that the prohibition placed on night work for women may be suspended in cases involving a particularly serious emergency when the national interest so requires. This suspension is subject to the conclusion of an agreement or accord at the works level and must be authorised by the labour inspector following consultation with the works council or the employees' representatives.]

- 22/VI Act No. 87-432 of 22 June 1987 regarding the public prison service. (ibid. 23 June)

[Specifies the occupational activities and labour relations principles applicable to incarcerated persons (s. 5(V)).]

- 30/VI Circular of 30 June 1987 on the application of provisions of Act No. 87-423 of 19 June 1987 regarding the duration and arrangement of working time [LS 1987—Fr. 1] (ibid., 20 Aug.)

[Contains a description of the new system and in particular includes provisions concerning the various ways of arranging legally permitted working hours (recoupment, flexible scheduling, compensatory rest, shifts), work performed by women, Sunday rest and irregularly scheduled work.]

- 10/VII Act No. 87-517 promoting the employment of disabled workers. Dated 10 July 1987. [LS 1987—Fr. 2]. (ibid., 12 July)

[Inserts in the Labour Code (LS 1981—Fr. 1 . . . 1986—Fr. 1) a new division (Division I of Ch. III of Title II of Book III) containing provisions on the obligation to employ handicapped workers, wounded veterans and persons in analogous situations. Sets up a departmental commission to handle complaints concerning the application of certain sections.]

- 10/VII Act No. 87-518 of 10 July 1987 amending the Labour Code (LS 1981 Fr. 1. . . 1986—Fr. 1) in regard to preventing and combating long-term unemployment. (ibid.)

[Inserts new sections regarding action on behalf of the long-term unemployed, taking into account the most serious cases, as well as action on behalf of employees retrenched from enterprises undergoing legal reorganisation or liquidation.]

- 10/VII Act No. 87-516 of 10 July 1987 containing various measures on the financing of social security. (ibid.)

[Makes individuals with their tax domiciles in France subject to a special contribution and sets forth the method for making it.]

- 22/VII Decree No. 87-582 of 22 July 1987 amending and supplementing the tables of occupational illnesses, appended to Book IV of the Social Security Code concerning employment accidents and occupational illnesses. (ibid., 27-28 July)

[New detailed tables.]

- 22/VII Decree No. 87-587 of 22 July 1987 amending section R. 5 of the Code of retirement pensions for French seafarers engaged in commercial or passenger navigation or fishing, regarding the age for receiving a special pension. (ibid., 30 July)

- 22/VII Decree No. 87-595 of 22 July 1987 in application of section L. 161-18 of the Social Security Code regarding evaluation of incapacity for work. (ibid., 31 July)

- 23/VII Act No. 87-572 of 23 July 1987 amending Title I of the Labour Code [LS 1981—Fr. 1 . . . 1986—Fr. 1] in regard to apprenticeship. (ibid., 24 July)

[In particular, contains provisions regarding the definition of apprenticeship, the duration of the contract, apprenticeship training centres, obligations of the employer and remuneration of the apprentice.]

- 23/VII Act No. 87-572 of 23 July 1987 amending Title I of the Labour Code (LS 1981—Fr. 1 . . . 1987—Fr. 1) regarding apprenticeship. (ibid.)

[This Act amends several paragraphs of sections L. 115 to L. 119 of the Labour Code. It contains in particular definitions of apprenticeship and apprenticeship contracts (ss. 1, 2 and 8), specifies the role of apprenticeship training centres (ss. 3 to 7), prescribes the employer's obligations (ss. 10 and 11), determines the means of payment of an apprentice's wages (s. 13) and governs inspection in relation to apprenticeship (s. 17).]

**FRANCE (cont.)**

30/VII Act No. 87-588 of 30 July 1987 containing various social measures. (*ibid.*, 31 July)

[Contains provisions regarding social protection (Title I) which amend various sections of the Social Security Code concerning in particular benefits for a surviving spouse (s. 5-I), old age insurance in the liberal professions (s. 5-II) and the Rural Code. The Act also contains provisions regarding health (Title II), particularly on the battle against the human immune deficiency virus (s. 29); provisions on medical studies (Title III); provisions on work and employment (Title IV) which amend for a time various sections of the Labour Code (LS 1981—Fr. 1 . . . 1987—Fr. 1); and provisions on public officials of the State (Title V).]

31/VII Decree No. 87-612 of 31 July 1987 concerning the financing of the system of social protection for non-wage-earning workers in agricultural occupations for 1987, as well as certain provisions of a permanent nature. (*ibid.*, 4 Aug.)

[Contains provisions regarding contribution levels for insurance in cases of sickness, incapacity and maternity, family benefits and old-age insurance in agriculture, as well as the bases for calculating contributions. A list of the co-efficients to use in each Department appears in an appendix.]

10/VIII Decree No. 87-653 of 10 August 1987 fixing the conditions for setting up and remunerating internships which alternate between training and preparing interns to enter the workforce. (*ibid.*, 11 Aug.)

14/VIII Decree No. 87-670 of 14 August 1987 regarding contracts combining reintegration in the workforce with training. (*ibid.*, 15 Aug.)

[Contracts combining reintegration in the workforce with training call for the performance of work in an enterprise combined with training. They involve workers who have been unemployed for 12 months. The Decree sets forth the rules applicable to these contracts regarding the parties thereto, the training provided by the employer, the training period, the procedure to follow to obtain such a contract and the methods for granting state assistance.]

14/VIII Decree No. 87-671 of 14 August 1987 amending the Social Security Code (Second Part: Council of State Decrees) and regarding old-age and widows'/widowers' insurance. (*ibid.*)

4/IX Decree No. 87-730 of 4 September 1987 amending the provisions of Decree No. 84-84 of 1 February 1984 concerning the granting of an annual severance indemnity and a lifetime severance indemnity in the nature of a supplementary retirement benefit for elderly heads of farms who stop working. (*ibid.*, 6 Sep.)

15/IX Order of 15 September 1987 fixing the conditions for participation and the rights of beneficiaries under agreements for special allowances from the National Employment Fund. (*ibid.*, 1 Oct.)

[Deals with agreements reached within the framework of s. R. 322-7 of the Labour Code.]

15/IX Decree No. 87-766 of 15 September 1987 amending Decree No. 81-131 of 10 February 1981 establishing health and safety requirements for portable chain saws equipped with heat motors, which are used for work with wood, cork and similar materials. (*ibid.*, 19 Sep.)

[Rules concerning noise.]

30/IX Order reaffirming the Orders of 18 April 1968, 19 April 1968, 22 April 1968 and 23 April 1968 regarding workers' protection from the hazards of ionising radiation. (*ibid.*, 9 Oct.)

[Reaffirms the above-cited Orders for purposes of applying Decree No. 86-1103 of 2 October 1986 on workers' protection from the hazards of ionising radiation.]

1/X Decree No. 87-806 of 1 October 1987 amending certain provisions of the Labour Code (Second Part: Decrees of the Council of State) regarding allowances in solidarity schemes. (*ibid.*, 2 Oct.)

1/X Decree No. 87-809 of 1 October 1987 amending Chapter II of Title III of Book II of the Labour Code (Second Part: Decrees of the Council of State) regarding hygiene in the working environment. (*ibid.*, 30 Oct.)

[Provisions on cleaning work premises, sanitary facilities, and catering and lodging for workers.]

5/X Decree No. 87-816 of 5 October 1987 amending the Social Security Code (Second Part: Decrees of the Council of State) regarding widows' insurance. (*ibid.*, 7 Oct.)

8/X Order of 8 October 1987 regarding periodic inspection of facilities for aerating and disinfecting workplaces. (*ibid.*, 22 Oct.)

**FRANCE (cont.)**

[This Order is issued in application of section R. 232-5-9 of the Labour Code (LS 1981—Fr. 1 . . . 1987—Fr. 1) concerning in particular inspection of workplaces for specific and non-specific pollution.]

- 8/X Circular of 8 October 1987 regarding the application of s. 32 of Act No. 87-39 of 27 January 1987, issuing various social measures and amending s. L. 324-10-11 of the Labour Code [LS 1981—Fr. 1 . . . 1987—Fr. 1] which prohibits clandestine employment. (*ibid.*, 14 Oct.)

[Sets forth the extent of the reforms instituted by the Act of 27 January 1987 with regard to the elimination of clandestine employment, the objectives of the Act, its scope of application, persons who may be prosecuted under it, various instances of incrimination and rules for co-ordination between various inspection services.]

- 14/X Order of 14 October 1987 regarding reduction of the age limit for admission to participate in the social security scheme for students. (*ibid.*, 27 Oct.)

- 14/X Order of 14 October 1987 defining the categories of persons seeking work. (*ibid.*, 23 Oct.)

[Sets forth five categories of jobseekers.]

- 16/X Decree No. 87-844 of 16 October 1987 establishing a public assistance scheme for foreign workers' re-entry into the labour market. (*ibid.*, 17 Oct.)

[Defines which workers may benefit from the public assistance offered, as well as the type of assistance it includes.]

- 22/X Decree No. 87-857 of 22 October 1987 amending s. R. 145-1 of the Labour Code regarding assignment and attachment of earnings. (*ibid.*, 24 Oct.)

- 26/X Order of 26 October 1987 establishing the conditions for participation and the rights of beneficiaries under progressive early retirement solidarity agreements concluded after 31 March 1984. (*ibid.*, 30 Oct.)

- 26/X Order of 26 October 1987 amending the Order of 15 September 1987 prescribing the conditions for participation and rights of beneficiaries under agreements for special allowances from the National Employment Fund. (*ibid.*)

- 26/X Decree No. 87-881 of 26 October 1987 issued in application of the legislation governing occupational injuries suffered by insured beneficiaries in agriculture; leave; and restructuring agreements. (*ibid.*)

- 30/X Decree No. 87-895 of 30 October 1987 amending section R. 412-5-1 of the Social Security Code and applying the legislation on employment accidents for insured persons who are beneficiaries of structural adjustment agreements, and amending section R. 434-36 regarding the determination of the base amount for granting pensions under Book IV of the Code. (*ibid.*, 5 Nov.)

- 3/XI Order of 3 November 1987 fixing the contributions payable in respect of employment accidents by medium-sized firms for certain of their employees. (*ibid.*, 2 Dec.)

[Deals with making unemployed persons available, subject to payment, to individuals or legal entities.]

- 23/XI Order of 23 November 1987 regarding training for health and social affairs inspectors. (*ibid.*, 3 Dec.)

- 23/XI Order of 23 November 1987 on the safety of vessels. (*ibid.*, 27 Feb. 1988)

[Regulations incorporated specify provisions which vessels and their crews must meet. Repeals the Orders of 6 October 1972, 12 March 1980 and 16 March 1981, referred to in s. 4 of this text.]

- 25/XI Order of 25 November 1987 regarding the application of paragraphs I and II of section 17 of Decree No. 86-1103 of 2 October 1986 on the protection of workers against the hazards of ionising radiation. (*ibid.*, 24 Dec. 1987)

[Deals with training persons in radiological protection. In an appendix, contains the contents of the training programme and the list of diplomas required to participate in the training.]

- 26/XI Order of 26 November 1987 regarding the recovery of contributions through automatic monthly deduction by the basic independent old-age insurance funds for non-wage-earning workers in industrial and commercial occupations. (*ibid.*, 9 Dec.)

- 7/XII Order of 7 December 1987 implementing Decree No. 87-844 of 16 October 1987 establishing public assistance for foreign workers to re-enter the employment market. (*ibid.*, 20 Dec.)

**FRANCE (cont.)**

[Sets the amount of the various benefits and allowances provided for in the framework of assistance for re-entering the employment market and their means of payment.]

- 14/XII Decree No. 87-1002 of 14 December 1987 amending Decree No. 72-154 of 24 February 1972 regarding leaves in case of illness, maternity and employment injury, to which certain state workers who are paid monthly may be entitled. (ibid., 16 Dec.)

[Repeals and replaces ss. 4 and 4bis on parental and maternity leave.]

- 17/XII Decree No. 87-1025 of 17 December 1987 regarding the use of the national registry of persons by the National Employment Agency and by institutions administering the unemployment insurance scheme. (ibid., 22 Dec.)

[Sets forth the purposes and the means of using the national registry.]

- 17/XII Decree No. 87-1027 of 17 December 1987 amending Decree No. 84-795 of 24 August 1984 (implementing section 6 of Act No. 84-622 of 17 July 1984, which amended Ordinance No. 45-2658 of 2 November 1945 and the Labour Code [LS 1981—Fr. 1 . . . 1987—Fr. 1]), in relation to foreigners residing in France and residence and employment permits. (ibid., 23 Dec.)

[Minor amendments concerning in particular allowances and time-limits.]

- 29/XII Order of 29 December 1987 regarding the guide-lines provided for in section L. 162-3 of the Code of Public Health. (ibid., 3 Feb. 1988)

[Guarantees and assistance afforded under the law to families, single mothers, mothers in general and their children, and in respect of the adoption of an unborn child.]

- 31/XII Act No. 87-1128 of 31 December 1987 amending section L. 313-1 of the Construction and Building Code and establishing the National Agency for Employers' Participation in Construction. (ibid., 11 Jan. 1988)

[Sets forth the role, the powers, the means of functioning and the financing of the above-mentioned Agency.]

**St. Pierre and Miquelon**

- 17/VII Act No. 87-563 of 17 July 1987 amending the old-age insurance scheme applicable in St. Pierre and Miquelon. (ibid., 22 July)

[Introduce a new old-age insurance scheme and in particular sets forth the beneficiaries, the conditions for financing and calculation of the amount of retirement pension. The Act also establishes minimum old-age benefits and a supplementary old-age insurance scheme.]

**GERMAN DEMOCRATIC REPUBLIC**

- 29/I Ordinance on the fund for the improvement of living and working conditions. (*Gesetzblatt* Part I, 16 Feb.)

[This Ordinance provides for contributions to the above-mentioned Fund to be made on behalf of workers when the enterprise or public body concerned has met or exceeded the economic goals set for it (ss. 3 and 4). It lists the purposes for which the money in the Fund may be used: facilities for shift workers, social and cultural facilities and offerings, and assistance for workers to build or renovate their homes or to move to another residence (s. 5(1)). The agreement of the trade union leadership at the enterprise level is required for planning the use of the funds (s. 5(3)). With the entry into force of this Ordinance on 1 January 1988, the Ordinance of 14 April 1983 on the same subject shall cease to have effect.]

- 13/V Notification of changes regarding granting and successfully defending the honour award for collective socialist labour. (ibid., 29 May)

[Deals with co-operation in research and production work.]

- 26/V Ordinance of 26 May 1987 revoking occupational health and safety regulations. (ibid., 15 July)

[Revokes Labour Protection Ordinance No. 741 of 19 March 1975 on work involving polystyrol and polystyrol foam.]

- 10/VII By-laws of the state insurance system of the German Democratic Republic. Decision of the Council of Ministers of 10 July 1987. (ibid., 4 Aug.)

**GERMAN DEMOCRATIC REPUBLIC (cont.)**

[Legal status, functions, management, representation and financing of the state insurance system, which encompasses, inter alia, social insurance. Sec. 8 lays down general guide-lines for social insurance provided to participants in socialist production units, persons engaged in crafts or small-scale industry and the self-employed. Entry into force 1 January 1988, at which time the by-laws of the same name dated 19 November 1968 cease to have effect.]

- 28/VIII Order repealing regulations in the field of occupational safety and health (ibid., 30 Sep.)

[Repeals and replaces the safety and health Order (No. 800/1) of 22 September 1980 on the construction of certain types of nuclear power plants.]

- 3/IX Order on training and further training in the field of nuclear safety and radiation protection. (ibid., 30 Sep.)

- 22/IX Order revoking regulations on health, labour and fire protection. (ibid., 30 Oct.)

[Revokes and replaces the regulations of 27 May 1968 on labour protection and fire protection in the chippings and fibreboard industries.]

- 30/IX Order on procedures governing rescue operations in mine shafts and protection from gases. (ibid., 10 Nov.)

[Governs the training, tasks and co-operation activities of persons involved in rescue operations in mine shafts or in situations involving gas hazards.]

- 1/X Ordinance of 1 October 1987 on increasing the amount of annual leave for older workers. (ibid. 5 Oct.)

[This Ordinance entitles older workers to five additional days of annual leave per year. It applies to women workers from age 55 and to male workers from age 60 (s. 2). If, in the year of his or her retirement, the worker is unable to take the additional leave, a cash payment may be made in its place (s. 3). The Ordinance applies to all persons who are employed or are members of a socialist production unit (s. 1).]

- 22/XII Second Executory Decision under the Order on facilities for persons working at construction sites. (ibid., 30 Dec.)

[Amends the Executory Decision of 8 August 1974 on the same topic (*GBI. I, Nr. 44 S. 409*), in particular regarding housing, furnishings, sports and cultural facilities and changing rooms.]

**GERMANY, FEDERAL REPUBLIC OF**

- 1/1 Notification of the consolidated text of the rules governing small scale businesses and trades. (*Bundesgesetzblatt*, Part I, 29 Jan.)

[This consolidated text of the rules of 1 January 1978 takes into account the amendments made up to 1 January 1987. Division VI governs crafts chambers and guilds and Division VIII contains general rules on their mutual societies. The provisions of Division VII set forth the basic conditions of employment for apprentices, learners, helpers, mastercraftsmen, technicians, factory workers and factory employees in regard to work on Sundays and holidays, wage records, payment and protection of wages, home work, the working environment and the employment relationship. Division X provides for penalties and Division XI deals with the central trades registry.]

- 6/1 Act amending the legal rules applicable to procedures governing asylum, work permits and foreigners. (ibid., 14 Jan.)

[In particular, s. 1 amends the Act of 16 July 1982 on procedures governing asylum. In s. 2, the Employment Promotion Act of 25 June 1969 (LS 1969—Ger. F.R. 1) is amended by inserting new subsections 1a to 1c in s. 19 regarding the waiting period or employment of persons seeking asylum, and by adding a reference to these new subsections in s. 5.]

- 8/1 Order regarding protection from ionising radiation. (ibid.)

- 15/1 Order regarding vocational training in the metal trades. (ibid. 24 Jan.)

[Detailed comprehensive provisions issued under the Vocational Training Act (LS 1969—Ger. F.R. 2), and replacing earlier standards.]

- 20/1 Notification of the consolidated text of the Federal Social Assistance Act. (ibid., 27 Jan.; errata, ibid, 30 Jan.)



**GERMANY, FEDERAL REPUBLIC OF (cont.)**

[All amendments up to 1 January 1987 to the Federal Social Assistance Act, as consolidated on 24 May 1983 (LS 1983—Ger. F.R. 1), are contained in this new consolidation. The Act contains provisions on meeting subsistence needs, assistance in special circumstances and various administrative matters.]

- 27/I Notification of the consolidated text of the Act on the functions of the federal Government in the field of maritime transport. (ibid., 17 Feb.)

[Defines the functions of the federal Government in relation to supervision and inspection, training and examination of officers and crew, investigation of collisions and unsafe conditions, imposition of penalties and so forth. The notification states that the consolidated text takes into account, inter alia, the Act of ratification of the ILO Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147).]

- 12/II Notification of the consolidated text of the Act on assistance for civil servants. (ibid. 19 Feb.)

[The consolidated text concerns pensions and living allowances (Part II), survivors' benefits (Part III), accident insurance (Part V), common provisions (Part VII) and various administrative matters.]

- 19/II Notification of the consolidated text of the Act-governing drivers of vehicles and streetcars (Drivers' Act). (ibid., 25 Feb.)

[This text empowers the Minister of Transport to take steps to implement various directives of the European Community containing standards applicable to drivers (s. 2). It forbids the payment of certain bonuses unless they are related to observing safety precautions (s. 3). The Act also provides, inter alia, for supervision (s. 4) and for penalties to be imposed on employers and drivers in case of non-observance (ss. 7, 7a, 7b and 7c). It is based upon the Notification of 27 October 1976 (*BGBI.*, Part I, p. 3045).]

- 19/II Notification of the consolidated text of the fifth Act to encourage workers' accumulation of capital (Capital Accumulation Act (No. 5)). (ibid.)

[This consolidated text incorporates the amendments of 19 December 1986 *BGBI.*, 30 December 1986, Part I, No. 69, p. 2595). For earlier versions of the Act, see LS 1982—Ger. F.R. 3, 1975—Ger. F.R. 1 and 1970—Ger. F.R. 1.]

- 25/V Order on adjustment of supplementary pensions from the miners' supplementary insurance scheme. (ibid., 27 May)

- 26/V Order on the promotion of further vocational training and retraining for persons facing difficulties in finding employment. (ibid., 4 June)

[Provides for training incentives under the Employment [Labour] Promotion Act (LS 1969—Ger. F.R. 1) to be available to persons who have not completed vocational training, but whose participation in full-time training programmes is necessary and who had been employed for at least two years prior to entering the programme. To be in force from 1 June 1987 to 31 May 1988.]

- 9/VI Order on adjustment of income assistance payments in accordance with the Act on equalisation of charges. (ibid., 13 June)

[Increases in income assistance payments and adjustments in the amount of contributions and the upper income limit in cases of invalidity pensions.]

- 27/VI Act on the extension of insurance coverage in case of unemployment or reduced hours. (ibid., 30 June)

[Inter alia, this Act amends the Employment Promotion Act (LS 1969—Ger. F.R. 1), as last amended by the Act of 6 January 1987 (*BGBI.* I. S. 89), in several respects. Para. 5 of s. 2 of the 1969 Act is amended to read, "occupationally integrating and promoting employment opportunities for women who are difficult to place under normal labour market conditions because of saturation of sex-specific training slots or the sex-specific labour market;". The dates in s. 67 (2) (3) are extended, and the number of days for receiving unemployment benefits under s. 106 are increased to 156, with a possibility of extension. Workers over the age of 42 experiencing long-term unemployment have the right to extended benefits by virtue of new s. 242g. The Act also amends s. 128(1)(2)(4) and repeals s. 106a.]

- 12/VII Act regarding benefits under the statutory pension insurance scheme to be paid to mothers, born before 1921, for time spent raising children (Act on payments for raising children). (ibid., 16 July)

**GERMANY, FEDERAL REPUBLIC OF (cont.)**

[This Act amends the Social Code (LS 1980—Ger. F.R. 2 (cons.)) by adding a reference in s. 23 to benefits for raising children. It also amends the Acts on pension insurance for workers and employees, respectively, by inserting a new division on this topic, and makes conforming amendments to other Acts. Basically, the new provisions set forth the conditions under which mothers, born before 1921, who withdrew from the workforce to care for a child, may receive an increase of 1.125 per cent in their regular pensions.]

27/VII Act on the tenth revision of benefits under the Federal Welfare Act. (ibid., 30 June)

[Various amendments to the Federal Welfare Act of 22 January 1982 (*BGBI.* I.S. 21), as last amended by the Act of 16 December 1986 (*BGBI.* I.S. 2441), in particular regarding indemnity in case of incapacity.]

28/IX Order on facilitating use of a private automobile for vocational rehabilitation purposes. (ibid., 30 Sep.)

[The Order is designed to assist disabled persons in achieving independent mobility by automobile for employment-related purposes. Issued under, inter alia, the Severely Handicapped Persons Act (LS 1986—Ger. F.R. 1).]

11/XII Order on vocational training for electricians. (ibid., 18 Dec.)

[Sets forth contents of training programmes and examination requirements.]

18/XII Order on the reimbursement of expenses for children's allowances through the federal Government (Children's allowance reimbursement order). (ibid., 29 Dec.)

18/XII Act of 18 December 1987 on adequate financing of social insurance for artists. (ibid., 24 Dec.)

[Amends the Act of 27 July 1981 on social insurance for artists (*BGBI.* I.S. 705), as last amended by the Act of 20 December 1985 (*BGBI.* I.S. 2474), especially with regard to the responsibility for making contributions. Transfers the administration of the artists' social insurance fund to another entity. Also adds a subsection to s. 126 of the Act on employees' insurance (as last amended by the Act of 14 December 1987 (*BGBI.* I.S. 2602).]

**GHANA**

12/VIII Workmen's Compensation Law 1987. P.N.D.C.L. 187. (LS 1987—Ghana 1) (*Ghana Gazette*, 21 Aug.)

[This Act recasts the law in relation to compensation awarded to workers for personal injuries arising out of and in the course of their employment. It governs, inter alia, the employer's liability in such cases, the distribution of compensation in the event of the worker's death (including a related schedule), degrees of partial incapacity set forth in a schedule, determination of claims, remedies against the employer and third parties, protection of compensation against attachment or assignment, payment of medical expenses and provision of medical aid, and occupational diseases (with 13 such diseases listed in an attached schedule). The new enactment grew out of a study undertaken by the Tripartite National Advisory Committee on Labour. It repeals the Workmen's Compensation Act 1963 (No. 174) and the 1966, 1968 and 1969 amendments thereto. Statutory Instruments made under those Acts remain in force until amended, varied or revoked in accordance with the provisions of the new law.]

26/X Courts (Amendment) Law 1987. Provisional National Defence Council (Establishment) Law No. 191.

[Amends the Courts Act 1971 (No. 372) in regard to the appellate jurisdiction of the Supreme Court.]

**GRENADA**

9/II Pensions (Pensionable Offices) Order 1987. SRO 6.

[Sets forth a revised list of pensionable offices under s. 2 of the Pensions Ordinance (Cap. 214). Revokes the Pensionable Offices Order 1977.]

4/V Public Service Re-organisation Act 1987. No. 9. (*Government Gazette*, 15 May)

[Empowers the Public Service Commission to require any public officer to retire for the purpose of reorganisation of the Ministries and Departments of Government. Such officers shall be entitled to pension and retirement benefits in accordance with the Pensions Ordinance, as amended.]

**GRENADA (cont.)****15/V Fisheries Regulations 1987. SRO 9.**

[Issued under the Fisheries Act 1986 (No. 15) in relation to licensing. Inter alia, established a Fisheries Advisory Committee, which is to include at least three persons from among professional fishermen to represent their views.]

**HONDURAS****7/V Decree No. 65-87 issuing the Honduran Co-operatives Act. (*La Gaceta*, 20 May)**

[This text declares the promotion and protection of co-operatives to be a national necessity and in the public interest. It guarantees the free development of co-operatives and their autonomy as private entities. It establishes the Honduran Co-operatives Institute as the guiding body of the co-operative movement, with the task of promoting the development, consolidation and integration of co-operatives and the defence of their institutions. It also sets up a national registry of co-operatives.]

**29/VII Decree No. 101-87 amending section 42 of Decree No. 52 (of 31 March 1981) issuing the Act on agro-industrial co-operative enterprises within the framework of agrarian reform. (*ibid.*, 22 Aug.)**

[Provides for certain extensions of benefits for enterprises subject to the Act.]

**27/X Decree No. 164-87 amending various sections of Decree No. 148-85 of 29 August 1985, issuing the Act on state contracting. (*ibid.*, 23 Nov.)****20/XI Decree No. 187-87 issuing the Act on the training and rehabilitation of disabled persons. (*ibid.*, 22 Dec.)**

[Ch. II of this text deals with the rights of disabled persons, in particular the right to equality of opportunity in line with the development of their capabilities and potential. It guarantees a disabled person the right to special education designed to achieve his or her overall training and rehabilitation in order to attain economic self-sufficiency. It sets forth the inalienable and unwaivable rights of disabled persons, the rights to life, education, specialised health assistance and recreation and the right to be given preference in job opportunities. In addition, it provides that anyone who deprives a handicapped person of the full exercise of his or her rights shall be subject to civil and criminal penalties. Ch. V sets up the Honduran Institute of Training and Rehabilitation for Disabled Persons, a body attached to the division of the Secretary of State's Office responsible for labour and social welfare.]

**HUNGARY****15/I Order No. 1001 of the Council of Ministers concerning non-manual workers. (*Magyar Közlöny*, 15 Jan.)**

[The purpose of the Order is to promote a human resources policy based upon uniform principles for non-manual workers. This policy should ensure the necessary conditions for the flourishing of creativity, the development of democracy in the workplace and an optimal relationship between output and the evaluation of non-manual workers. Annex 1: Qualification requirements for various branches of activity regarding management and maximisation of human resources; Annex 2: Personal data sheet (confidential once filled out).]

**13/V Order No. 1033 of the Council of Ministers amending Order No. 1010 of 31 March 1984 regarding the management and supervision of labour protection at the national level. (*ibid.*, 13 May)**

[Expansion of the competence of the National Committee on labour protection in regard to health and safety.]

**15/X Decree No. 52 of the Council of Ministers regarding the establishment of a Fund for Employment and Early Retirement within the framework of employment policy. (*ibid.*, 15 Oct.)**

[The Fund should be used to reimburse benefits for retraining and placement, average wages paid in case of an extended leave, the costs of retraining unemployed persons and payments made, when applicable, to early retirees.]

**25/X Decree No. 2 of the Vice-President of the Council of Ministers amending certain provisions concerning labour problems. (*ibid.*, 25 Oct.)**

[Deals with the remuneration of workers in various categories and branches of activity.]

**HUNGARY (cont.)**

- 25/X Decree No. 7 of the Presiding Officer of the National Office of Remuneration and Labour issuing regulations on the system of remuneration in enterprises. (ibid.)

[Amendment of enterprises' method of calculation of their overall and average wages pursuant to Decree No. 44 of 14 October 1987 of the Council of Ministers.]

- 25/X Decree No. 9 of the Presiding Officer of the National Office of Remuneration and Labour concerning the use of bonuses to increase motivation. (ibid.)

[Option of paying bonuses and awards, including year-end bonuses and other wage supplements provided for by legislation.]

- 25/X Decree No. 13 of the Presiding Officer of the National Office of Remuneration and Labour amending certain legal rules fixing wage scales.

[The amendments deal with wages for numerous categories of manual and non-manual workers (19 appendices).]

**INDONESIA****Sarawak**

- 26/X Sarawak State Welfare Fund (Charitable Trust) Order 1987. Swk. L.N. 67. (*Sarawak Government Gazette*, 5 Nov.)

[Provides for the appointment of a board to administer and manage the property of the trust, which exists to provide financial assistance or grants to voluntary and social organisations in carrying out charitable and welfare activities.]

**IRAQ**

- 8/I Regulation No. 1 of 1987 on the Central Statistical Organisation. (*Alwaqai Aliraqiya*, 26 Jan.; English version in *Official Gazette of the Republic of Iraq*.)

[Sets forth the structure of the Organisation, which includes directorates for statistics on agriculture, social and educational matters, industry, population, household budgets and manpower, inter alia.]

- 10/I Law No. 9 of 1987 on the Labour Culture Institute. (*Alwaqai Aliraqiya*, 2 Feb.; English version in *Official Gazette of the Republic of Iraq*, 25 Mar.)

[The Law governs the Labour Culture Institute, which superseded the Labour Culture Organisation by virtue of Revolutionary Command Council Resolution No. 132 of 1984. The Institute, which is connected with the General Federation of Trade Unions and headquartered at Baghdad (s. 1), has among its purposes the implementation of labour education and vocational education. It is also to acquaint workers with the trade union movement, labour issues and Arab revolutionary thought. Towards these and other ends, the Institute is to organise courses, symposia and seminars and to co-ordinate with regional, Arab and international vocational organisations, bodies and unions. The Act contains chapters on the Board of Directors (Chap. 2), finance (Chap. 3) and general and final provisions (Chap. 4). The Law of the Labour Culture Organisation (No. 162 of 1964) is repealed (s. 18).]

- 5/II Instructions No. (1) of 1987 for spending the ordinary expenses for the minor. (*Alwaqai Aliraqiya*, 23 Feb.; English version in *Official Gazette of the Republic of Iraq*, 8 Apr.)

[Provide for an allowance for caring for a minor.]

- 5/II Instructions No. (2) regarding spending the ordinary maintenance of the minor. (*Alwaqai Aliraqiya*, 23 Feb.; English version in *Official Gazette of the Republic of Iraq*, 8 Apr.)

[Provide for expenditure of sums in connection with a minor's illness or travel.]

- 6/II Instructions No. 115 of 1987 issued by the Minister of Agriculture and Agrarian Reform concerning the amendment of Instructions No. 110 of 1986. (*Alwaqai Aliraqiya*, 29 June; English version in *Official Gazette of the Republic of Iraq*, 5 Aug.)

[Inter alia, revokes ss. 2 and 4 of Instructions No. 110 of 1986.]

- 23/II Law No. 18 of 1987 concerning professional practice for the maintenance of instruments, machines, equipment and vehicles. (*Alwaqai Aliraqiya*, 9 Mar.; English version in *Official Gazette of the Republic of Iraq*, 2 Dec.)

**IRAQ (cont.)**

[Requires licences for business owners performing repair or maintenance services and sets forth the requirements for obtaining them (18 years of age or over, etc.).]

- 19/III Revolutionary Command Council Resolution No. 150. (*Alwaqai Aliraqiya*, 30 Mar.; English version in *Official Gazette of the Republic of Iraq*, 29 Apr.)

[The Resolution provides that the provisions of the Labour Code, Act No. 150 (LS 1970—Iraq 1, 1973—Iraq 1A, 1B) and of the Law of Pension and Social Security for workers (No. 39 of 1971) shall be restricted to workers in the private, mixed and co-operatives sectors. Union organisations for workers and the jurisdiction of the labour courts shall also be restricted to those sectors. A draft labour law for workers in those sectors is to be drawn up by the Ministry of Justice and the Ministry of Labour and Social Affairs. All workers in state departments and the socialist sector shall be considered as officials equal in rights and obligations, subject to the Rules of State Departments and Socialist Sector Officials' Discipline. The Resolution also contains provisions regarding such workers' monthly wages, pensions and social security.]

- 20/IV Revolutionary Command Council Resolution No. 243 promulgating Law No. 29 of 1987 on the Ministry of Labour and Social Affairs. (*Alwaqai Aliraqiya*, 4 May; English version in *Official Gazette of the Republic of Iraq*, 10 June)

[Sets forth the objectives and structure of the Ministry of Labour and Social Affairs. Provides for the establishment of a social security and pension fund for workers as the successor to the State Organisation for Pension and Social Security for Workers, which is abolished (ss. 14–16). Repeals the Law of the Ministry of Labour and Social Affairs (No. 195 of 1978).]

- 21/V Revolutionary Command Council Resolution No. 353. (*Alwaqai Aliraqiya*, 8 June; English version in the *Official Gazette of the Republic of Iraq*, 22 July)

[Repeals the Law of Vocational Education Administration (No. 198 of 1975), as amended by Law No. 67 of 1983. Transfers the rights and duties of that Administration to the newly established Directorate General for Vocational Training in the Ministry of Education.]

- 22/VI Act No. 52 on trade union organisations. Dated 2 June 1987 [LS 1987—Iraq 1]. (*Alwaqai Aliraqiya*, 15 June; English version in *Official Gazette of the Republic of Iraq*, 23 Sep.)

[This Act contains the following Titles: (1) Objectives and scope; (2) Trade union organisations; (3) Membership; (4) Financial provisions; (5) General and final provisions. It defines the purposes, structure of, and means of establishing trade unions, trade union committees, federations and confederations for workers in the private, mixed and co-operative sectors. It governs the collection and amount of dues, the ends to which they may be put, and other financial matters. The Act also contains provisions on union membership, withdrawal and expulsion (ss. 29–32) as well as the requirements for holding trade union office. It provides that every Iraqi over the age of 18 has the right to join an occupational trade union or trade union committee (s. 28). Finally, it repeals ss. 196 to 242 of the Labour Code, Act No. 151 of 1970 (LS 1970 Iraq 1).]

- 30/VI Revolutionary Command Council Resolution No. 463. (*Alwaqai Aliraqiya*, 13 July; English version in *Official Gazette of the Republic of Iraq*, 2 Sep.)

[Dissolves the National Body for Vocational Training formed under Revolutionary Command Council Resolution No. 43 of 10 November 1982.]

- 27/VII Revolutionary Command Council Resolution No. 551. (*Alwaqai Aliraqiya*, 17 Aug.; English version in *Official Gazette of the Republic of Iraq*, 7 Oct.)

[Amends the organisational structure of the Ministry of Labour and Social Affairs. Inter alia, merges the Labour Department with the Vocational Training Department and the Department of the Handicapped Welfare with the Social Services Department.]

- 28/VII Revolutionary command Council Resolution No. 542. (*Alwaqai Aliraqiya*, 10 Aug.; English version in *Official Gazette of the Republic of Iraq*, 7 Oct.)

[Deals with nurses' training.]

- 12/VIII Revolutionary Command Council Resolution No. 603. (*Alwaqai Aliraqiya*, 24 Aug.; English version in *Official Gazette of the Republic of Iraq*, 10 Aug.)

[Empowers the competent minister, department head or person authorised by either of them to appoint persons who are 18 years of age as temporary officials in temporary works which are aimed at increasing production.]

**IRAQ (cont.)**

- 5/IX Revolutionary Command Council Resolution No. 703. (*Alwaqai Aliraqiya*, 21 Sep.; English version in *Official Gazette of the Republic of Iraq*, 12 Sep.)  
[Provides for the acceptance of resignations from women officials (except in the medical and health professions) without payment of study expenses. States that Revolutionary Command Council Resolution No. 265 of 26 April 1987 shall cease to have effect in this respect.]
- 9/IX Revolutionary Command Council Resolution No. 714. (*Alwaqai Aliraqiya*, 21 Sep.; English version published in the *Official Gazette of the Republic of Iraq*, 16 Dec.)  
[Provides for night work allowances for teachers.]
- 9/IX Revolutionary Command Council Resolution No. 715. (*Alwaqai Aliraqiya*, 21 Sep.; English version published in the *Official Gazette of the Republic of Iraq*, 2 Dec.)  
[Provides for the imprisonment for officials in the state and social sector who provide false information within the course of their duties.]
- 14/IX Instructions No. 5 of 1987 concerning the Sailor's Identity Card. (*Alwaqai Aliraqiya*, 14 Sep.; English version published in the *Official Gazette of the Republic of Iraq*, 28 Oct.)  
[Sets forth the conditions for the issue, renewal and cancellation of the card under the Sailor's Identity Card Law (No. 990 of 1986). Issued by the Minister of the Interior.]
- 15/IX Law No. 93 of 1987. Amendment to the Companies' Law (No. 36 of 1983). (*Alwaqai Aliraqiya*, 21 Sep.; English version published in the *Official Gazette of the Republic of Iraq*, 2 Dec.)  
[Amends ss. 7(1), 39(1) and 64(1) of the 1983 Act in regard to capital shares in mixed companies. Substitutes s. 95(1) on the composition of the board of directors of mixed joint-stock companies, which shall include nine members, two of whom represent working people in the company.]
- 19/IX Revolutionary Command Council Resolution No. 727. (*Alwaqai Aliraqiya*, 21 Sep.; English version in *Official Gazette of the Republic of Iraq*, 2 Dec.)  
[Women workers who are employed by the state or socialist sector and have twins shall be entitled to one year's maternity leave. In this respect, replaces the leave provisions in Revolutionary Command Council Resolution No. 1543 of 13 November 1979, as amended by Resolution No. 581 of 2 May 1982.]
- 5/X Revolutionary Command Council Resolution No. 781. (*Alwaqai Aliraqiya*, 19 Oct. 1987; English version in *Official Gazette of the Republic of Iraq*, 20 Jan. 1988)  
[Resigning officials are to bear expenses for all their past studies; an official covered by Revolutionary Command Council Resolution No. 560 of 1987 may apply for retirement upon completion of 15 years of pensionable service.]
- 10/X Law No. 101 of 1987: Amendment to the Civil Pension Law (No. 33 of 1966). (*Alwaqai Aliraqiya*, 26 Oct. 1987; English version in *Official Gazette of the Republic of Iraq*, 20 Jan. 1988)  
[Provides for retirement at age 63 for persons covered by s. 16(2)(c) of the Civil Pension Law.]
- 18/X Revolutionary Command Council Resolution No. 819. (*Alwaqai Aliraqiya*, 2 Nov. 1987; English version in *Official Gazette of the Republic of Iraq*, 27 Jan. 1988)  
[Enforcement provisions conditioning import licences for industrialists on their having paid pension and social security contributions in respect to workers engaged in their industrial projects.]
- 26/X Revolutionary Command Council Resolution No. 830 (*Alwaqai Aliraqiya*, 9 Nov. 1987; English version in *Official Gazette of the Republic of Iraq*, 3 Feb. 1988)  
[Provides for persons aged 63 to 70 years who have not become entitled to a pension to be reinstated to their jobs and earn pension credits.]
- 25/XI Revolutionary Command Council Resolution No. 881. (*Alwaqai Aliraqiya*, 7 Dec. 1987; English version in *Official Gazette of the Republic of Iraq*, 27 Jan. 1988)  
[Conditions applicable to granting children's allowances.]
- 29/XI Revolutionary Command Council Resolution No. 882. (*Alwaqai Aliraqiya*, 7 Dec. 1987; English version in *Official Gazette of the Republic of Iraq*, 17 Feb. 1988)  
[Provides that maternity leave for an official shall be fully paid for the first six months and half paid for the second six months.]

**IRELAND****4/IV Social Welfare Act 1987. No. 2.**

[Amends and extends the Social Welfare Acts, 1981 to 1986, in particular regarding new rates for social insurance benefits and social assistance payments, family income supplements, change of contribution weeks necessary for entitlement to certain benefits, and participation in certain schemes as not affecting entitlement to unemployment benefit or assistance.]

**14/VII Social Welfare (Amendment of Miscellaneous Social Insurance Provisions) (No. 2) Regulations 1987. S.I. No. 189.****18/VII Labour Services Act 1987. No. 15.**

[An Act to make further provision in relation to the provision of training and retraining for employment, the provision of work experience and the establishment of employment schemes and job placement services, etc. For those purposes, the Act provides for the establishment of a body to be known as An Foras Aiseanna Saothair, which is to take over the functions of the An Chomhairle Oiliúna, the Youth Employment Agency and the National Manpower Service of the Minister for Labour. Of the 16 members of the An Foras, who are to be appointed by the Minister, four shall be trade union members, four shall be employer's members and one shall be a youth member. The Act also contains various administrative provisions.]

**22/VII Safety, Health and Welfare (Offshore Installations) Act 1987. No. 18.**

[An Act to provide for the safety, health and welfare of persons on installations concerned with the exploration for or exploitation of petroleum or other minerals in the waters in or surrounding the State, and generally for the safety of such installations and the prevention of accidents on or near them. The Act delineates responsibilities in terms of maintaining safety and discipline on such installations and outlines the general duties of persons employed thereon. It prohibits the employment of persons under the age of 18 and persons who have not received adequate instruction or training (s. 14). The Act provides for the selection of a safety representative, safety committee and safety delegate and sets forth various recordkeeping and reporting requirements. It also calls for inspection and penalties in case of infringement, and prohibits certain deductions from wages (s. 46).]

**29/X Social Welfare (Supplementary Welfare Allowances) (Amendment) Regulations 1987. No. 281.**

[Amend s. 6 of the Social Welfare (Supplementary Welfare Allowances) Regulations 1977, as amended in regard to the circumstances in which health boards can make additional allowance payments to meet special needs.]

**23/XII Social Welfare (No. 2) Act 1987. No. 29.**

[Amends and extends the Social Welfare Acts, 1981 to 1987, in a variety of respects. In connection with claims for assistance benefits, calls upon employers to provide particulars in respect of their former and current employees. For claims for disability benefits and invalidity pensions made on or after 4 January 1988, increases the number of contribution weeks from 208 to 260. Revises the contribution conditions for maternity allowances (requiring, inter alia, no less than 39 contribution weeks). Amends s. 35 of the Social Welfare (Consolidation) Act 1981 to provide that persons affected by, but not participating directly in, trade disputes causing work stoppages shall not automatically be denied unemployment benefits. Also increases penalties and contains provisions on inspection, recordkeeping and other social welfare matters.]

**23/XII Science and Technology Act 1987. No. 30.**

[Combines the functions of the National Board for Science and Technology and the Institute for Industrial Research into a single body and sets forth its tasks (including manpower studies in connection with activities related to science and technology).]

**ITALY****21/I Decree on technical provisions for periodic medical visits for workers exposed to asbestos. (*Gazzetta Ufficiale*, 12 Feb.)****28/II Act No. 56 of 28 February 1987 containing provisions on the organisation of the labour market. (*ibid.*, 3 Mar.)**

[Contains provisions regarding seeking employment, in particular regarding central and regional employment commissions, agriculture, the State and public establishments, com-

**ITALY (cont.)**

pulsory notification of enterprises, registration, ranking workers on and striking them off placement lists, agreements between enterprises and employment commissions, detainees and prisoners, apprentices and fixed-term contracts (ss. 1 to 23). Also contains provisions on pilot experiments for work integration. Repeals Act No. 140 of 16 April 1981, which was amended by Legislative Decree No. 24 of 14 February 1981.]

- 19/III Decree of 19 March 1987 regarding new standards of application for Act No. 113 of 11 April 1986, regarding the special programme for the employment of young persons, and extending anew the time-limit set for the submission of plans for the engagement of workers under a training-and-work contract. (*ibid.*, 13 Apr.)

[Concerns plans submitted by public sector enterprises or establishments. In an appendix, contains a model form for requests and for the training programme.]

- 1/IV Legislative Decree No. 130 of 1 April 1987 on the rules governing social protection for Italian workers abroad who are engaged in employment in States which are not members of the European Communities. (*ibid.*, 3 Apr.)

- 10/IV Presidential Decree No. 209 of 10 April 1987 regarding rules issued under the accord of 9 February 1987 concerning school staff.

[Contains provisions regarding the calculation of wages; overtime work; training, retraining and mobility for school staff; the organisation of work; negotiations; labour relations; and special rules concerning administrative, technical and auxiliary staff. In an appendix, contains a table for calculating seniority bonuses and two self-governance codes on resort to the right to strike, approved by the various trade unions concerned.]

- 10/IV Decree No. 261 of 10 April 1987 issuing rules for the application of section 6 of Act No. 856 of 5 December 1986 regarding restructuring the national fleet (Finmare Group) and measures on behalf of private shipowners. (*ibid.*, 6 July)

[Contains in particular provisions regarding contracts for the training and employment of sailors and seafarers and sets up an inter-ministerial committee to handle such matters. The Committee members are named jointly by the Ministry of Merchant Marine, the Ministry of Labour and Social Protection and the Ministry of the Treasury.]

- 16/IV Act No. 183 of 16 April 1987 on the co-ordination of policy regarding Italy's membership in the European Communities and changes in the internal legal order in relation to Community regulatory acts. (*ibid.*, 13 May)

[Sets up various bodies which are given the task of adapting the internal legal order to acts of the Communities. In an appendix, contains in particular a list of Community directives to which the national legislation should refer in relation to agriculture, sanitation, health and consumer protection.]

- 8/V Decree No. 267 of 8 May 1987 to issue provisions pursuant to the Agreement of 26 March 1987 regarding the staff of public bodies who engage in non-market-economy activities. (*ibid.*, 11 July)

[Contains in particular provisions regarding the organisation of work, overtime, staff training and retraining, productivity, productivity bonuses, remuneration, promotion, medical check-up and medical personnel. In an appendix, contains a code of self-regulation on exercising the right to strike.]

- 8/V Decree No. 266 of 8 May 1987 issuing provisions resulting from the Agreement of 26 March 1987 concerning the staff of ministries. (*ibid.*)

[Contains provisions concerning in particular the organisation of work (hours, mobility), remuneration, training, trade unions, occupational health and safety, bonuses and other financial provisions. An appendix contains various codes (for different trade unions) of self-regulation on exercising the right to strike.]

- 1/VI Decree No. 249 of 1 June 1987 governing commercial undersea fishing and the safety of persons engaged in undersea fishing. (*ibid.*, 29 June)

- 1/VII Decree of 1 July 1987 amending the table appended to the Decree of 22 June 1935, as amended by the Decree of 1 August 1975, concerning exceptions to the requirement of mandatory rest on Sundays. (*ibid.*, 8 Aug.)

[Amends the provisions concerning the chemical, petrochemical and pharmaceutical industries.]



## ITALY (cont.)

- 31/VII Legislative Decree No. 317 to lay down rules governing the legal protection of Italian workers employed in countries outside the European Communities and to adjust pensions paid by special funds managed by the INPS. (ibid., 3 Aug.)

[Provisions concerning the systems of social protection for Italian workers abroad employed in countries outside the European Communities in which there is no applicable social security agreement which contains provisions on social welfare funds for various categories of employees.]

- 18/IX Decree No. 392 of 18 September 1987 on the means and criteria for the recruitment and selection of workers under section 16 of Act No. 56 of 28 February 1987 governing the organisation of the labour market. (ibid., 24 Sep.)

[Contains in particular provisions concerning the means for recruitment and recruitment programmes (s. 2), registration on placement rolls (s. 3), selection (s. 6) and engagement of qualified persons (s. 8). In an appendix, contains criteria applicable to establishing the order of engagement.]

- 3/X Act No. 398 of 3 October 1987 amending Legislative Decree No. 317 of 31 July 1987 (on standards for the protection of Italian workers in countries outside the European Communities and for revaluing pensions granted under the special funds managed by the INPS) and turning the Legislative Decree into an Act. (ibid., 3 Oct.)

- 13/XI Decree of 13 November 1987 fixing the basic remuneration levels used for purposes of employment accident and occupational illness insurance for workers employed by port companies or associations under s. 110 of the Maritime Code. (ibid., 7 Dec.)

[Lays down the amounts of and methods for determining the remuneration for the purposes cited. Contains explanatory notes in the appendix.]

- 28/XI Decree No. 572 of 28 November 1987 implementing EEC Directive No. 82/714/EEC laying down requirements regarding vessels devoted to navigation in internal waters. (ibid., 15 Feb. 1988)

[Provisions concerning in particular health and safety of crew accommodations and working areas (Appendix II) and the model Community certificate for navigation in internal waters (Appendix III).]

- 28/XI Decree No. 594 of 28 November 1987 issued in application of Directive No. 86/296/EEC on protective measures in case of falling objects involving certain machines used at the worksite. (ibid., 20 Apr. 1988)

- 29/XII Act No. 546 of 29 December 1987 regarding maternity benefits for self-employed workers. (ibid., 7 Jan. 1988)

[Deals with the calculation and means of paying benefits in cases of maternity and abortion for workers in the agricultural, crafts and commercial sector.]

- 29/XII Legislative Decree No. 535 of 29 December 1987 issuing standards regarding employment and social welfare and providing for measures to be taken immediately to develop the computerisation of the central and decentralised services of the Ministry of Labour and Social Security. (ibid., 31 Dec.)

[In particular, institutes a programme for 1988 providing for part-time employment of young unemployed persons between the ages of 18 and 25 years (s. 2). These young people are to be employed in public works in certain regions (southern Italy).]

- 30/XII Legislative Decree No. 537 of 30 December 1987 providing for urgent measures regarding employment in the public service (ibid.)

[Contains various provisions concerning persons employed in ministries.]

## JAPAN

- 1/VI Notification of the Ministry of Labour. No. 47. (*Kampoo*, 1 June)

[Fixes the kinds of enterprises, etc., for which monetary aid is provided for the purposes of employment adjustment under the provisions of s. 102-3 (1) (1) (a) and (2) (a) (1) (i) of the Enforcement Regulations issued under the Employment Insurance Act (Ministry of Labour Ordinance No. 3 of 1975).]

**JAPAN (cont.)**

- 1/VI Act to amend the Physically Handicapped Persons' Employment Promotion Act (Act No. 123 of 1960 [LS 1960—Japan 2]). No. 41. (*ibid.*, 1 June)

[The purpose of the Act is to promote the employment of the physically handicapped based on an obligation to employ them, by taking measures for their vocational rehabilitation and other measures to ensure their independence in working life (s. 1). The Act contains definitions and basic principles (s. 2). Ch. III deals with the promotion of vocational rehabilitation, including counselling; the Act provides for establishing the Handicapped Persons' Employment Centre and the post of Handicapped Persons' Employment Counsellor (s. 9). Ch. IV calls for improvement in the quota system for employing the physically handicapped (s. 14-2) and contains special provisions concerning mentally deficient persons (ss. 39-10 and 39-11), who shall henceforth be entitled to the employment adjustment allowance granted to handicapped persons (s. 39-11); supplementary provisions (s. 3). Investigations are also contemplated (s. 39-11). Ch. V expands the functions of the Physically Handicapped Persons's Employment Promotion Association, particularly in relation to the payment of the employment continuation subsidy. The name of the Association is changed in Ch. VI to the Japan Handicapped Persons' Employment Promotion Association, and the Physically Handicapped Persons' Employment Council has been reorganised and renamed the Handicapped Persons' Employment Council.]

- 18/VI National Personnel Authority Regulation No. 9-6-8 to amend National Personnel Authority Regulation 9-6 (Premium Pay). (*ibid.*, 18 June)

- 18/VI National Personnel Authority Regulation No. 9-17-13 to amend National Personnel Authority Regulation No. 9-17 (Special Premium Pay). (*ibid.*)

- 30/VI Ordinance of the Ministry of Labour (No. 25) to amend the Enforcement Regulations under the Physically Handicapped Person's Employment Promotion Act [LS 1960—Japan 2]. (*ibid.*, 30 June)

[Provisions concerning the handicapped persons' employment continuation subsidy mentioned in s. 59, para. 1, clause 3-2 of the Act.]

- 1/VII Ordinance of the Ministry of Labour to amend the Ordinance insuring regulations on the enforcement of the Employment Measures Act, etc. No. 26. (*ibid.*, 1 July)

[Takes measures, some of which are temporary, to introduce flexibility in the conditions for payment of vocational reconversion benefits, employment adjustment subsidy, etc.]

- 10/VIII Cabinet Order to amend the Order (No. 258 of 1969) made under the Vocational Training Act (No. 64 of 1969) [LS 1969—Japan 1]. No. 248. (*ibid.*, 10 Aug.)

[Amendments to add seven trades, including the manufacture of metal springs, to those for which the Ministry of Labour is to carry out trade skill testing, etc.]

- 21/VIII National Personnel Authority Regulation to amend Regulation No. 9-17 (Special Premium Pay). No. 9-17-15. (*ibid.*, 21 Aug.)

- 25/VIII Cabinet Order to amend the Enforcement Order under the Physically Handicapped Persons' Employment Promotion Act. No. 285. (*ibid.*, 25 Aug.)

[Amends the title of this Cabinet Order to "Enforcement Order of the Act concerning the Promotion of Employment, etc., of Physically Handicapped Persons". Raises the physically handicapped persons' employment quota to 2 per cent in national and local Government, to 1.9 per cent in government enterprises, to 1.6 per cent in the private sector and to 1.9 per cent in certain entities with a special legal status. Also raises the standard employment quota to 1.6 per cent; this is the basis for calculating the amount of contributions for the employment of physically handicapped persons.]

- 26/IX Law No. 99 partially amending the Labour Standards Law [LS 1947—Japan 3] (*ibid.*, 26 Sep.) (and *ibid.*, Extraordinary, No. 117, pp. 15-17)

[These amendments deal with maximum hours of work and their distribution, as well as with annual leave. They provide for gradually reducing the statutory hours of work from 48 to 40 per week, with transitional measures foreseen. The changes will also permit workers in certain establishments to work flexible hours in respect to their starting and finishing times. The new provisions extend the period for hours-averaging schemes, and contemplate a maximum working day of ten hours (instead of eight) in certain industries where an agreement to that effect has been reached; pregnant women may not, however, be compelled to work hours in excess of the transitional normal work week and work day. In addition, the statutory entitlement to paid annual leave is to be increased from six to ten working days by 1994 in

**JAPAN (cont.)**

enterprises normally employing over 300 employees, with proportional entitlement for part-time workers. The effective date of the amendments is 1 April 1988, with transitional provisions for small and medium-sized enterprises. Published as LS 1987—Jpn. 1.]

- 19/XI Ordinance No. 48 of the Ministry of Health and Welfare to amend the enforcement Regulation (Ordinance No. 5 of 1940 of the Ministry of Health and Welfare) under the Seamen's Insurance Act (No. 73 of 1939). (ibid., 19 Nov.)

- 30/XI National Personnel Authority Regulation No. 17-0-10 to amend National Personnel Authority Regulation No. 17-0 (Definition of Managerial Personnel). (ibid., 30 Nov.)

[Amendments concerning the definition of the managerial personnel who may not form an employee organisation (trade union) together with non-managerial personnel, following administrative reorganisation or a change, abolition, etc., of positions.]

- 11/XII Cabinet Order concerning temporary measures with respect to working hours in section 32, paragraph 1, of the Labour Standards Act, etc. No. 397. (ibid., 11 Dec.)

[Fixes the statutory working hours at 46 hours per week. However, working hours shall remain at 48 per week until 31 March 1991 in enterprises which are engaged in the following activities: mining, transportation, cleaning, meat processing, those in construction or entertainment which regularly employ 300 or fewer workers, those in manufacturing and trade which regularly employ 100 or fewer workers and those engaged in freight handling, cinematography, theatrical performances or health and sanitation services which regularly employ 30 or fewer workers. Also provides that in irregular working hours systems, the average working hours per week in a period of less than three months shall be 44 hours or less in enterprises which regularly employ 300 or fewer workers. Statutory hours for children under 15 years of age shall be 42 hours per week (including school hours).]

- 15/XII NPA [National Personnel Authority] Regulation to amend NPA Regulation 1-4 (Abolition of October Order and Regulation), No. 1-4-4; NPA Regulation to amend NPA Regulation 9-6 (Premium Pay), No. 9-6-9; NPA Regulation to amend NPA Regulation 9-24 (Commutor Allowance), No. 9-24-2; NPA Regulation to amend NPA Regulation 9-34 (Additional Entrance Pay), No. 9-34-4; NPA Regulation to amend NPA Regulation 9-57 (Additional Pay for Teachers), No. 9-57-3; NPA Regulation to amend NPA Regulation 9-59 (Special Allowance under the Act concerning special measures following the return of Okinawa); No. 9-59-4; NPA Regulation to amend NPA Regulation 9-68 (Special Allowance for Teachers in charge of Compulsory Education), No. 9-68-2. (ibid., 15 Dec.)

[Miscellaneous amendments to put the amended Act concerning Compensation, etc., for National Public Employees in the Regular Service (No. 95 of 1950) into practice.]

- 16/XII Ordinance No. 31 of the Ministry of Labour to amend the enforcement Order (Ordinance No. 23 of 1987) of the Ministry of Health and Welfare under the Labour Standards Law (No. 49 of 1947) [LS 1947—Jap. 3 . . . 1987—Jpn. 1] (ibid., 16 Dec.)

[Provides that when an employer employs workers under the irregular working hours system under ss. 32-2 to 32-4 of the Act or under the irregular rest days system under its s. 35 (2) designate in the work rules or a written agreement the date on which the cycle starts. To introduce flexible working hours, the employer and the workers must first agree upon normal daily working hours, core periods, if any, and flexible periods. If the irregular working hours system in a period of three months is implemented under s. 32-4 of the Act, the maximum working hours shall be ten per day and 52 per week. At least one day of rest may be given to the worker per week. For the irregular working hours system in a period of one week under s. 32-5 of the Act, the covered enterprises shall be retail trade, hotels, restaurants and snack bars, in which fewer than 30 workers are regularly employed. When an employer introduces an irregular working system in a period of one month, three months or one week an attempt shall be made to enable the workers who take care of children, the elderly, etc., or who are pursuing vocational training or education to have the necessary time off. The Ordinance also governs the proportional grant of annual holidays with pay to employees who work fewer days than ordinary employees. It also provides that among the enterprises listed in the items 8, 10 (except producing motion pictures), 13 and 14 of s. 8 of the Act, the employer who regularly employs fewer than ten workers may have them work for up to 48 hours per week and eight hours per day, with the option of flexible working hours. Among the enterprises listed in items 8, 10 (except producing motion pictures), 13 and 14 of s. 8 of the Act, an employer who regularly employs fewer than five workers may have them work for up to 54 hours per week and nine hours per day until 31 March 1991. Special provisions cover fire defence personnel and regular firefighters. Entry into force 1 April 1988.]

**JAPAN (cont.)**

- 16/XII Ordinance No. 32 of the Ministry of Labour to amend the enforcement Regulation (Ordinance of the Ministry of Labour No. 26 of 1976) under the Act concerning Security of Wage Payment, etc. (No. 34 of 1976). (ibid.)

[Minor amendments concerning security of payment of retirement allowances.]

**JORDAN**

- 3/1 Regulation No. 5 of 1987 amending the retirement and social security scheme for doctors. (*Al-Jarida al-Rasmiya*, 1 Feb.)

[Amends the Regulations of 1978 (No. 59), in regard to benefits for survivors of a deceased doctor, medical care and benefits in case of incapacity.]

- 1/II Act No. 8 of 1987 on the protection of young people. (ibid., 16 Feb.)

[This Act deals in particular with the establishment of sports and social centres for young people as well as scouting associations.]

- 10/II Regulations No. 10 of 1987 on sickness insurance of members of the engineering society, issued in accordance with s. 95 of Act No. 15 of 1972 on the Jordanian Engineering Society. (ibid., 1 Mar.)

[Establishment of a sickness insurance fund in which participation is voluntary. The management is undertaken by a committee composed of the president treasurer of the society and five members designated by a committee. The Regulations also deal with the benefits provided by the fund and the beneficiaries.]

- 17/II Regulations No. 12 of 1987 regarding the retirement scheme for members of the journalists' trade union, issued under s. 63 of Act No. 1 of 1983 on the journalists' trade union. (ibid., 16 Mar.)

[Establishment of a retirement fund in the journalists' trade union, with an independent budget. Membership in the fund is compulsory for all journalists listed in the registry of journalists. Excepted are those already registered who have reached age 50 or over, who may not participate in the fund.]

- 20/VI Regulation No. 26 of 1987 amending the Regulations governing the public service (ibid., 1 July)

[Amends s. 17 of the basic Regulations (No. 23 of 1966) concerning the base salary for several higher level posts.]

- 25/VII Regulations No. 28 of 1987 amending the Regulations governing social security for public officials and state employees. (ibid., 1 Sep.)

**KENYA**

- 30/IV Regulation of Wages (General) Order 1987. Legal Notice No. 122. (*Kenya Gazette*, 8 May)

[Amends the Regulation of Wages (General) Order 1982 issued under the Regulation of Wages and Condition of Employment Act (Cap. 229). Substitutes new Schedules establishing the basic minimum monthly wages and minimum daily and hourly rates for employees aged 18 years and over (First Schedule) and for those aged under 18 years (Second Schedule) for various occupational categories.]

- 30/IV Regulation of Wages (Agricultural Industry) (Amendment) Order 1987. Legal Notice No. 123. (ibid.)

[Amends the Regulation of Wages (Agricultural Industry) Order 1982 under the Regulations of Wages and Conditions of Employment Act (Cap. 229). Substitutes a new First Schedule establishing basic minimum consolidated wages for various categories of unskilled, skilled and semi-skilled employees.]

**LEBANON**

- 6/I Act No. 2/87 of 6 January 1987 regarding amendment of the age at which a person is no longer subject to the scheme governing termination of service as referred to in the Social Security Act. (*Journal officiel*, 1987, No. 1)

[The age is set at 64 years. Repeals contrary provisions appearing in the Social Security Act.]

**LEBANON (cont.)**

- 6/I Act No. 3/87 of 6 January 1987 on setting a minimum floor for wages and salaries, as well as rates for cost-of-living increases in the private and public sectors. (ibid.)
- 24/I Decree No. 3653 of 24 January 1987 setting the minimum official wage for employees and workers and the cost-of-living index. (ibid.)
- 2/V Act No. 5/87 of 2 May 1987 amending s. 55 of the Lebanese Labour Code (Act No. 10 of 23 September 1946 [LS 1946—Leb. 1]) (*L'Argus de la Législation Libanaise*, 1987, No. 2)  
[Amends s. 55 and fixes the retirement age at 64 years of age and the age for early retirement at 60 years of age or 25 years of service in the same establishment.]
- 4/V Act No. 10-87 of 4 May 1987 on fixing the minimum wage and salary levels and cost-of-living adjustment levels in public and private sectors. (ibid.)  
[Determines, in relation to the date of engagement, which employees in the public and private sectors may benefit from cost-of-living wage increases; the changes in salary scales and wage increases shall be determined by an order prepared by the Ministry of Finance.]
- 4/V Act No. 20/87 of 4 May 1987 amending s. 27 of the Social Security Act. (ibid.)  
[The Act amends s. 27 of the Social Security Act and determines the amount of funeral benefit payable to the insured or his or her heirs.]
- 11/VI Decree No. 3939 of 11 June 1987 fixing the official minimum wage for employees and workers and the cost-of-living adjustment level (ibid.)  
[Fixes the official minimum monthly wage level for employees and workers and cost-of-living wage increases, and determines, in relation to the date of their engagement, the persons entitled to receive such increases.]
- 16/X Decree No. 4252 of 16 October 1987 amending the monthly amount of family benefits pursuant to sections 46 to 48 of the Social Security Act (ibid., No. 4)  
[Sets the monthly amount of family benefits as a percentage of the official minimum wage (14 per cent for the spouse, 4 per cent for each dependent child, up to a maximum of five children).]

**LIECHTENSTEIN**

- 7/IV Order of 7 April 1987 concerning the Social Assistance Act. (*Liechtensteinisches Landesgesetzblatt*, 12 June)  
[Defines the types of social assistance, the forms it takes and its extent, as well as addressing advance payments, maintenance, and the conditions under which social assistance may be provided by private agencies.]
- 20/V Act of 20 May 1987 amending the Unemployment Insurance Act. (ibid., 8 July)  
[Amends s. 48ter (1) of the Act of 12 June 1969 (*LGBl.* 1969 No. 41), as consolidated on 3 October 1984 (*LGBl.* 1984 No. 42), in regard to coverage of wage claims for the three months prior to a declaration of bankruptcy.]
- 9/VI Order of 9 June 1987 amending the Order under the Unemployment Insurance Act [*LGBl.* 1969, No. 41]. (ibid., 9 July)  
[Amends the Order of 7 January 1970 (*LGBl.* 1970 No. 4), as consolidated in the Order of 15 January 1985 (*LGBl.* 1985 No. 15), in regard to days designated as holidays (s. 21(2)), wage claims in case of bankruptcy (s. 43bis) and calculation of the three-month period in that connection (s. 43ter).]
- 24/VI Act of 24 June 1987 amending the Act [of 17 November 1982] on pension insurance and savings schemes for public officials, employees and teachers. (ibid., 26 Aug.)  
[Amends ss. 3(3), 10(4) and 44(1), particularly in regard to inclusion of persons not already covered. In particular, contains provisions regarding the definition of apprenticeship, the duration of the contract, apprenticeship training centres, obligations of the employer and remuneration of the apprentice.]
- 25/VIII Order of 25 August 1987 on cost-of-living adjustments for old-age, survivors' and invalidity insurance. (ibid., 10 Oct.)  
[Provides for specified benefit increases under the Act on old-age and survivors' insurance of 14 December 1952, as last amended by the Act of 9 July 1981 (*LGBl.* 1981 No. 66).]

**LIECHTENSTEIN (cont.)**

20/X Act of 20 October 1987 on employee welfare protection provided by enterprises. (ibid., 6 May 1988)

[This Act requires, with certain exceptions, every employer who is liable to pay contributions under the Act on old-age and survivors' pensions and whose payroll is above a set level to provide for old-age, disability and survivors' pensions for his or her current employees (ss. 3 and 4). Such employers are to insure against the economic consequences of invalidity where the employee has reached 17 years of age, of death where the employee has reached that age and has a dependent wife or child, and of old-age where the employee has reached 24 years of age and has a non-fixed-term contract of employment. A contract which has extended beyond nine months or beyond the length of its original term is considered to be indefinite. The Act also permits self-employed persons to be insured (s. 5). Part II governs calculation of wage levels, contributions, minimum benefits, financing, and cashing-out of accrued amounts (s. 11-12). The normal retirement age is set at 65 years of age for men and 62 years of age for women (s. 8(1)). Part III governs organisation and implementation (including disclosure of information) and Part IV addresses supervision and applicable law. With the entry into force of this Act on 1 January 1989, ss. 39(4) and 40 of s. 1173a of the general civil Code, as amended, are repealed.]

11/XI Act of 11 November 1987 amending the Act respecting payment of maternity allowance. (ibid., 29 Dec. 1987)

[Amends the Act of 25 November 1981, as amended, with respect to the amount of the allowance granted in relation to the income of both spouses (ss. 3 and 4) and the right of foreigners to obtain the allowance (s. 2).]

**LUXEMBOURG**

28/III Act of 28 March 1987 on early retirement. (*Mémorial, Recueil A*, 31 Mar.)

[Establishes two schemes for early retirement: early retirement in solidarity with others (Ch. 1), for employees aged 57 or over with at least 20 years of service, and early retirement in connection with structural adjustment (Ch. 2) in case of retrenchment of excess staff. Also contains provisions on disputes (Ch. 3), financial matters (Ch. 4) and the period of application (Ch. 6).]

10/IV Grand Ducal Regulations of 10 April 1987 concerning the risks of major accidents in certain industrial activities. (ibid., 10 Apr.)

[Defines the terms "industrial activity", "manufacturer", "major accident" and "dangerous substances". Provides for procedures by which manufacturers are to provide preventive notification to the labour inspectorate and sets forth procedures to follow in case of a major accident. In an appendix, contains a list of the industrial installations affected, a list of substances and criteria as well as a list of data and information to provide during notification. Issued pursuant to EEC Directive 82/501/EEC, as amended by Directive 87/216/EEC.]

8/V Regulations issued by the Government in council, dated 8 May 1987, amending the amended Regulations issued by the Government in council, dated 1 March 1974, setting forth the system for granting indemnities to persons employed in the state administration or state services. (ibid., 4 June)

[Amends the promotion system for employees of the state administration or state services. In an appendix, contains charts showing the career progression for various categories of employees.]

12/V Act of 12 May 1987 establishing a fund for employment and amending the following: (1) the amended Act of 30 June 1976 establishing an unemployment fund and regulating the granting of allowances for total unemployment, (2) ss. 14, 16, 19 and 19bis of the amended Act of 27 July 1978 containing various measures on behalf of youth employment, and (3) s. 32 of the Act of 21 February 1976 concerning the organisation and functioning of the employment administration and establishing a national employment commission. (ibid., 30 May)

[Sets forth in particular the conditions for granting and the method of calculating compensation in case of total unemployment, as well as the structure, role and means of functioning of the new fund for employment. Also defines the conditions applicable to internships and contains provisions regarding entering and re-entering the workforce, activities for jobseekers, unemployment of self-employed persons and assistance in promoting apprenticeship.]

1/VI Consolidated text of 1 June 1987 of the Act of 30 June 1976, as amended, establishing an employment fund and regulating the granting of benefits in case of full unemployment. (ibid., 6 July)

**LUXEMBOURG (cont.)**

[The provisions on granting benefits in case of full unemployment concern in particular youth unemployment, entering and re-entering the workforce, activities for jobseekers and unemployment of self-employed persons.]

- 24/VI Act of 24 June 1987 amending the Act of 16 April 1979, as amended, which set forth the general rules governing state employees. (ibid., 27 June)

[Provisions concerning in particular the status of interns, change of assignment, detachment, protection of women state employees, unpaid leave and health protection.]

- 1/VII Text of 1 July 1987 consolidating the Act of 22 June 1963, as amended, which established the payment scheme for state employees. (ibid., 13 July)

[Contains in particular provisions on basic wages, family benefits, cost-of-living adjustments, and time-limits. Contains numerous appendices concerning the classification of public employees and indexed tables for the various administrations, as well as additional provisions not heretofore incorporated in the text of the Act of 22 June 1963.]

- 27/VII Act of 27 July 1987 regarding pension insurance in case of old-age, invalidity and survivorship. (ibid., 28 July)

[Establishes a sole pension system containing provisions regarding in particular the extent of coverage of the insurance, its purpose, the calculation and payment of pensions, minimum and maximum pension levels, cost-of-living adjustments, pension funds and their organs, and means of appeal against decisions taken by such funds. Amends Books I, II and IV of the Code of Social Insurance (LS 1946—Lux. 1) and other Acts on social matters.]

- 4/VIII Consolidated text of 4 August 1987 of the Act of 16 April 1979 setting forth the general rules governing public officials of the State, as amended. (ibid., 4 Aug.)

[Provisions concerning recruitment and entry into service, promotion, assignment, tasks, working hours, remuneration, leave, protection, right of association, social security and pensions, leaving the service definitively and discipline of officials. Constitutes the basic text of rules governing officials in line with the various amendments to the 1979 Act.]

- 4/VIII Consolidated text of 4 August 1987 of the Act of 16 April 1979 setting forth staff rules for public officials, as amended. (ibid.)

[This text contains in particular provisions concerning recruitment and assumption of duties (ss. 2 to 4), promotion (s. 5), assignment (ss. 6 to 8), duties of the official (ss. 9 to 16), working hours (ss. 18 and 19), remuneration (ss. 20 to 27), leave (ss. 28 to 31), right of association (ss. 32 to 36), social security (s. 37) and discipline (ss. 38 to 79).]

- 7/IX Grand Ducal Regulations of 7 September 1987 amending the legislation on earnings, pensions and conditions for admission to employment as communal officials. (ibid., 14 Sep.)

[Amend and supplement the Grand Ducal Regulations of 4 April 1964, as amended. Contain a glossary and a classification of posts in an appendix.]

- 7/IX Act of 7 September 1987 amending and supplementing the Act of 4 April 1924, as amended, respecting the establishment of elective trade chambers (LS 1924—Lux. 1). (ibid., 17 Sep.)

[Amends the sections which concern the composition, election and budget of the agriculture chamber.]

- 21/X Grand Ducal Regulations of 21 October 1987 concerning the working time and leave of officials of the commune (ibid., 3 Nov.)

[Contain in particular provisions on working hours (s. 2), leave (ss. 3 to 14) and maternity leave (s. 29), inter alia.].

- 30/X Grand Ducal Regulations of 30 October 1987 amending ss. 16 and 17 of the Grand Ducal Regulations of 25 August 1983 setting forth the methods and conditions for granting (1) geographical mobility assistance for jobseekers and (2) incentives for engaging long-term unemployed persons and jobseekers who are particularly hard to place and (3) re-employment assistance. (ibid., 16 Nov.)

**MADAGASCAR**

- 10/II Decree No. 87-052 fixing the maximum number of hours of work per week for staff in the public service. (*Journal officiel*, 14 Feb.)

**MADAGASCAR (cont.)**

[Sets the maximum number of hours of work per week (40) and determines their distribution over the week for staff in the public service.]

- 18/VIII Order No. 3699/87-TR/F establishing the levels and conditions for adjusting the levels of pensions for employment injuries. (ibid., 14 Sep.)

**MALAWI**

- 7/IV Nurses and Midwives (Amendment) Act 1987. No. 10.

[Miscellaneous amendments to the principal Act (Cap. 36:02), including provisions concerning definitions, Council membership, and enforcement.]

- 11/V Smallholder Agricultural Produce (Marketing) Regulations 1987. Government Notice No. 63.

[Licensing regulations issued under the Agriculture (General Purposes) Act 1987 (No. 11).]

- 28/VIII Medical Practitioners and Dentists Act 1987. No. 17.

[Provides for the registration and disciplining of medical practitioners and dentists and the regulation and training of medical personnel generally. Part X deals with education and training. Repeals the Medical Practitioners and Dentists Registration Act (Cap. 36:01).]

- 28/VIII Immigration (Amendment) Act 1987. No. 21.

[Amends various sections of the Immigration Act (Cap. 15:03), in particular regarding business residence permits which are required for any non-national carrying on a business or engaging in an occupation or profession in Malawi.]

- 14/XII Law Revisions Order 1987. Government Notice No. 150.

[In two Schedules, sets forth pages to be removed from and added to the Laws of Malawi on a variety of subjects, including immigration, the Penal Code, handicapped persons, industrial training and regulation of minimum wages and conditions of employment.]

**MALI**

- 4/VII Act No. 87.46/AN-RM of 4 July 1987 repealing and replacing certain provisions of Ordinance No. 77-71/CMLN of 26 December 1977 concerning the General Rules governing Public Servants in the Republic of Mali. (*Bulletin d'Informations sociales*, Dec. 1987)

- 4/VII Act No. 87.47/AN-RM of 4 July 1987 concerning the exercise of the right to strike in the public service. (ibid.)

[These laws recognise the right to strike and govern the exercise of that right. All strikes must be preceded by advance notice given by the most representative trade union organisation, stating the reasons for the strike, and the place, date, hour of commencement and duration. Impromptu strikes are prohibited and minimum services must be maintained during a strike. All strikes entail a loss of remuneration for the period not worked (application of the "indivisible thirtieth" rule, by which work stoppage for part of a day will entail loss of a full day's pay). Public servants participating in an unlawful strike may be subject to disciplinary sanctions outside the standard disciplinary procedure.]

**MALTA**

- 23/I Government Notice No. 57. Assistance to widows and others residing in government tenements.

- 27/I Education (Amendment) Act 1987. No. V.

[Adds new s. 39A to the Education Act 1974 regarding preference for worker-students nominated by employers for admission to the university.]

- 30/I National Insurance (Amendment) Act 1987. No. VI.

[Further amends the National Insurance Act 1956 (ss. 2, 5D, 9, 10, 17, 17B, 76, 78, 87A, 89, 90 and 91), particularly regarding the definition of basic wage or salary, crediting of contributions and retirement pensions. Substitutes parts of the Second and Third Schedules to the principal Act.]



**MALTA (cont.)****11/II Social Security Act 1987. No. X.**

[The Act establishes a social security scheme and consolidates existing provisions concerning the payment of social insurance benefits, pensions and allowances, social and medical assistance, non-contributory pensions and the payment of social insurance contributions by employees, employers, the self-employed and the State. In particular, the Act provides for pensions in respect of invalidity, benefits for injury, disablement, industrial injury and disease, unemployment, widowhood, retirement and maternity, children's allowances, and other benefits. Part VII governs the determination of claims and questions, Part IX sets forth the powers of inspectors and Part X deals with enforcement and non-compliance. The Act establishes a Social Assistance Board and a Welfare Committee (Part XI). Fourteen Schedules attached to the Act set forth rates of benefits and contributions, *inter alia*. Subject to the provisions of the Act, the Old Age Pensions Act 1948, the Director of Social Services Act 1952, the National Insurance Act 1956 and the National Assistance Act 1956 are repealed. Regulations issued under those Acts which are not inconsistent with the provisions of the new Act remain in force (s. 140).]

**10/III Pensions (Amendment) Regulations 1987. L.N. 21.**

[Adds new subparagraph (*d*) to Regulation 9(1) of the Pension Regulations in regard to periods of service.]

**8/V Port Labour (Determinations) (Amendment) Order 1987. L.N. 36.**

[Amends the Port Labour (Determinations) Order 1966, in particular in regard to rates payable to workers in loading and unloading operations, as well as in regard to overtime work.]

**8/V Port Workers (Amendments) Regulations 1987. L.N. 37.****29/V Public Holidays (Amendment) (No. 2) Order 1987. L.N. 40.**

[Amends the list of holidays under the National Day and Other Public Holidays Act 1975 (No. XXX).]

**21/VIII Employment Service (Amendment) Act 1987. No. XVIII.**

[Amends ss. 2 and 5 of the Employment Service Act 1955 in regard to auxiliary workers and deletes the last two provisos of s. 9. Adds a new s. 9A setting forth the conditions under which auxiliary workers may be referred for employment and a new s. 13A establishing the Auxiliary Workers and Training Scheme for the purpose of providing temporary productive work and training for certain persons.]

**10/XI Social Security (Amendment) Act 1987. No. XX.**

[Various amendments to the Social Security Act 1987 (ss. 2, 6, 16, 18, 27; 29, 39, 56, 82, 83, 91, 95, 99 and four schedules), particularly in regard to disability pensions, retirement pensions, pregnancy, children's allowances and administrative matters.]

**27/XI Children's Allowances (Amendment) Regulations 1987. L.N. 61.**

[Amends the Children's Allowances Regulations 1987 (L.N. 14), issued under the Social Security Act 1987 (No. X) in minor respects.]

**MAURITIUS****1/X Education (Pre-School Institutions) Regulations 1987. Government Notice No. 106. (*Government Gazette*, 24 Oct.)**

[Includes qualifications for teachers and the minimum teacher-child ratio.]

**MEXICO****25/II Decree to amend articles 17, 46, 115 and 116 of the Constitution of the United States of Mexico [LS 1960—Mex. 1, 1 1962—Mex. 2 (extracts)], to be redrafted as indicated. (*Diario Oficial*, 17 Mar.)**

[The articles indicated deal in particular with the right to the administration of justice by courts (art. 17), state boundaries (art. 46), the principle of proportional representation in state laws (art. 119) and the division of public power of the states (art. 116).]

**9/VI Decision to include, in voluntary insurance under the social security scheme, all persons who are pursuing middle level and higher studies in official public programmes of the national**

**MEXICO (cont.)**

educational system who do not have the same or similar protection under another social security institution. (*ibid.*, 10 June)

[The voluntary insurance involved provides the insured student with benefits in regard only to sickness and maternity. The insured person has a right to the benefits mentioned in s. 99 of the Social Security Act [LS 1973—Mex. 1], which consist in medical, surgical, pharmaceutical and hospital assistance. The federal Government is to cover the entire contribution costs for the expenses generated by this insurance.]

- 29/VII Decree amending the third paragraph of article 27 and adding a subdivision XXIX-G to article 73 of the Constitution of the United States of Mexico [LS 1960—Mex. 1 (extracts)]. (*ibid.*, 10 Aug.)

[As amended, article 27 provides that the nation shall at all times have the right to impose, upon private property, measures dictated by the public interest, as well as to issue rules for the benefit of society on the exploitation of natural resources subject to appropriation, with the aim of equitably distributing the public wealth, conserving it, and achieving balanced development for the country and improved living conditions for the rural and urban populations.]

- 29/VII Decree adding subdivision XXIX-H to article 73, subdivision I-B to article 104 and a final paragraph to subdivision V of article 107; amending article 94, the first and second paragraphs of article 97, article 101, subdivision V (a) and subdivisions VI, VIII and XI of article 107; and repealing the second, third and fourth paragraphs of subdivision I of article 104 and the second paragraph of subdivision IX of article 107 of the Constitution of the United States of Mexico [LS 1960—Mex. 1 (extracts)]. (*ibid.*)

[The cited provisions deal in particular with the power of Congress to issue laws which establish courts which are given full autonomy to decide cases dealing with administrative disputes; the right to appeal final decisions of those courts; the power of the Supreme Court directly to hear deserving pleas of *amparo* (personal protection) on its own motion or upon a founded petition; the composition of the national Supreme Court; the nomination of circuit magistrates and circuit judges by the national Supreme Court, etc.]

- 29/VII Decree amending subdivision IV of article 73, subdivision V of article 79, subdivision II and XVII of article 89, the first paragraph of article 110, the first paragraph of article 111 and article 127; and repealing subdivision VI of article 74 of the Constitution of the United States of Mexico [LS 1960—Mex. 1 (extracts)]. (*ibid.*)

[The amendments deal in particular with the power of Congress to legislate in regard to the Federal District, Subject to certain basic criteria; the powers of the Representative Assembly of the Federal District, etc.]

- 16/XII Decree amending the Federal Labour Act [LS 1969—Mex. 1 . . . 1979—Mex. 1]. (*ibid.*, 21 Jan.)

[This Decree amends in particular s. 15 (working conditions of certain workers), s. 42 (reasons for temporary suspension of the duties to provide services and pay wages), ss. 91 to 96 (general minimum wage; National Minimum Wage Commission and tripartite advisory committees), s. 322 (fixing minimum occupational wages for home work), s. 324 (employer's duty to provide reports to inspectors and the National Minimum Wage Commission), s. 230 (labour inspector's duty to inform the National Minimum Wage Commission of differences in posted wages), ss. 335 and 336 (fixing minimum occupational wages by the National Minimum Wage Commission), s. 486 (compensation), s. 523 (competence in the application of labour standards), s. 557 (powers and duties of the representative council), ss. 561 to 571, 573 and 574 (powers and duties of the technical directorate, membership of advisory committees, requirements which representatives and workers and of employers must fulfil, powers and duties of advisory committees, dates for minimum-wage fixing and adjustment), ss. 676 to 681 (calling for an election of representatives of workers and of employers on the National Minimum Wage Commission, participation by workers' and employers' organisations and by independent employers) and s. 1004 (penalties which the employer may incur in any negotiations in industry, agriculture, mining, commerce or services which result in wage figures below the generally fixed minima, etc.). The Decree also repeals s. 572 of the Federal Labour Act.]

- 21/XII Basic Act on the federal judiciary. (*ibid.*, 5 Jan. 1988; errata, *ibid.*, 1 Feb.)

- 21/XII Decree amending and supplementing the Act on personal protection (*amparo*) issued under articles 103 and 107 of the Constitution of the United States of Mexico (LS 1960—Mex. 1, 1962—Mex. 1). (*ibid.*, 5 Jan.)

## NETHERLANDS

- 3/II Decree of 3 February 1987 establishing rules in accordance with section 10(6) of the General Act on incapacity to work [see LS 1977—Neth. 2] (Decree on the rules governing what is considered a normal duration under the General Act on incapacity to work). (*Staatsblad*, 3 Mar.)

[Defines the notion of work which is considered as being of normal duration, as provided for in s. 10 of the General Act on incapacity to work.]

- 3/II Decree of 3 February 1987 establishing rules in accordance with section 10(6) of the General Incapacity Act (Decree on average daily income, General Incapacity Act [LS 1977—Neth. 2]). (*ibid.*)

[The Decree governs the manner of defining the notion of average daily income, which serves as the basis for calculating the allowance for incapacity to work.]

- 3/II Decree of 3 February 1987 amending the Royal Decree of 19 October 1976 (*Staatsblad* No. 526) establishing administrative regulations in accordance with section 43 of the General Incapacity Act [LS 1977—Neth. 2]. (*ibid.*)

[Adapts the Royal Decree to the amendments contained in the Act on revision of the social security scheme (*Staatsblad* 1986, No. 567).]

- 13/III Ministry of Justice Decision of 13 March 1987 concerning the publication in the *Staatsblad* of the text of the General Incapacity Act (*Staatsblad* 1977, No. 492), as amended by the Act of 18 December 1986 (*Staatsblad* 1986, No. 639). (*ibid.*, 31 Mar.)

- 13/III Ministry of Justice Decision of 13 March 1987 concerning the publication in the *Staatsblad* of the text of the Act on income assistance for workers who are unemployed, elderly and partially disabled workers (*Staatsblad* 1986, No. 564), as amended by the Act of 6 November 1986 (*ibid.*, No. 568). (*ibid.*)

- 13/III Ministry of Justice Decision of 13 March 1987 concerning the publication in the *Staatsblad* of the text of the Act on unemployment (*Staatsblad* 1986, No. 566), as amended by the Act of 18 December 1986 (*ibid.*, No. 639). (*ibid.*)

- 13/III Ministry of Justice Decision of 13 March 1987 concerning the publication in the *Staatsblad* of the text of the General Incapacity Act (*Staatsblad* 1980, No. 28 [see LS 1977—Neth. 2]), as amended by the Act of 24 December 1986 (*Staatsblad* 1986, No. 656). (*ibid.*)

- 13/III Ministry of Justice Decision of 13 March 1987 concerning the publication in the *Staatsblad* of the text of the Act introducing a revision of the social security system (*Staatsblad* 1986, No. 567), as amended by the Act of 18 December 1986 (*ibid.*, No. 639). (*ibid.*)

- 22/IV Decree of 22 April 1987 amending the Royal Decree of 28 April 1980 (*Staatsblad* No. 264) issuing administrative regulations in accordance with section 5(9) of the General Incapacity Act [LS 1977—Neth. 2]. (*ibid.*, 4 June)

[Amends s. 1 (criteria applicable for a person to be considered unable to work).]

- 22/IV Decree of 22 April 1987 amending the Royal Decree of 28 April 1980 (*Staatsblad* No. 263) issuing administrative regulations in accordance with section 6(3) of the General Incapacity Act [LS 1977—Neth. 2]. (*ibid.*)

[Amends s. 1 (definition of spouse) and s. 3 (definition of adopted child).]

- 18/V Ministry of Justice Decision of 18 May 1987 concerning the publication in the *Staatsblad* of the text of the Decree on the designation of persons required to become participants in a sickness insurance fund (*Staatsblad* 1965, No. 638), as amended by the Royal Decree of 24 December 1986 (*ibid.*, No. 692). (*ibid.*, 26 May)

- 20/V Decree of 20 May 1987 amending the Decree of 1984 on the remuneration of public officials in relation to the right to a minimum payment for leave and overtime for persons employed part time. (*ibid.*, 20 May)

- 11/VI Act on income assistance for formerly self-employed persons who are elderly and partially incapacitated. (*ibid.*, 18 June)

[Act establishing an income assistance scheme for formerly self-employed persons who are elderly and partially incapacitated for work, whose income is substantially below the minimum social standard and who have therefore ceased their economic activity or enterprise. This Act provides for an allowance for self-employed persons who have not attained 65 years of age and who have ceased their economic activity after reaching age 55 or interrupted it because of incapacity to work. The main requirement for entitlement to an allowance is having engaged in

**NETHERLANDS (cont.)**

an income-generating activity for more than three consecutive years which resulted in an average income not exceeding 32,300 florins.]

- 30/VI Decree of 30 June 1987 amending the General Regulations governing officials in relation to the position of women in case of retrenchment (lay-off). (ibid., 1 Sep.)

[The Decree affords priority to reintegrating women in another service when a reorganisation of the public service has led to retrenchments (lay-offs).]

- 1/VII Decree of 1 July 1987 amending the Decree on the designation of persons required to become participants in a sickness insurance fund. (ibid., 11 Aug.)

[Amends s. 1 (application to formerly self-employed persons who are elderly and partially incapable of working).]

- 11/IX Act of 11 September 1987 amending the Act on employment promotion for the long-term unemployed. (ibid., 8 Oct.)

[Amends s. 1 (definition of "long-term unemployed" applied to persons of at least 21 years of age who have been registered as unemployed for more than three years with a regional labour office, participated in vocational training courses and shown that they have sought employment). Also amends ss. 2, 3, 5, 6, 7 and 9 and repeals s. 10.]

- 18/IX Decree of 18 September 1987 amending the Decree issuing regulations on conditions for the employment of persons engaged under the Act of 23 November 1967 designed to institute assistance systems in the field of employment. (ibid., 27 Oct.)

- 2/X Decree of 2 October 1987 amending the Royal Decree of 2 November 1976 (*Staatsblad* No. 567) (identification of groups of persons for whom sections 8(1) and 90(1) (b) of the General Incapacity Act [LS 1977—Neth. 2] are also applicable). (ibid.)

[Amends s. 1 (application of ss. 8(1) and 90(1) (b) to persons who are entitled to a pension under the Act of 1922 on Navy Pensions and the Act of 1922 on Army Pensions).]

- 14/X Act of 14 October 1987 amending the Act on co-ordination in relation to social insurance and the Act to revise organisation for giving effect to social insurance [LS 1952—Neth. 2] with respect to the employer's obligation to declare employees. (ibid., 29 Oct.)

[Amends ss. 10 to 12, 13(1) and (3), 16(1) and 18 of the Act on co-ordination in relation to social insurance (requires the employer to have a register of employees, available to state authorities; these authorities have the right to alter the amount of the contribution payable for social security fixed by the employer). Amends ss. 56 and 61 of the Act on the organisation of social insurance.]

- 24/XI Ministry of Justice Decision of 24 November 1987 respecting the publication in the *Staatsblad* of the text of the Regulations on assistance to officials of the State in meeting expenses incurred by sickness (*Staatsblad* 1980, No. 544), as amended by the Royal Decree of 2 November 1981 (ibid., 1981, No. 504). (ibid., 1 Dec.)

- 26/XI Act of 28 November 1987 merging the labour councils of the Social Insurance Bank. (ibid., 10 Dec.)

[Amends ss. 1 to 3, 5, 7, 18, 70 to 73, 77, 78 and 81 of the Act respecting the Social Insurance Bank and the labour councils (LS 1933—Neth. 6).]

**Netherlands Antilles**

- 29/VI Decree of 29 June 1987 issuing regulations for the implementation of s. 12(2) of the Ordinance on sickness insurance. (*Publicatieblad*, 21 Aug.)

[Determines the information to be sent to the social security bank.]

- 29/VI Decree of 29 June 1987 issuing regulations for the implementation of s. 12(2) of the Ordinance on accident insurance (*Publicatieblad* 1986, No. 14). (ibid.)

[Determines the information to be sent to the Social Security Bank.]

**NEW ZEALAND**

- 23/II Superannuation Schemes Amendment Act 1987. No. 7.

[Amends the Superannuation Schemes Act 1976, as amended, in various administrative respects.]

**NEW ZEALAND (cont.)****16/III Education Amendment Act 1987. No. 14**

[Amends s. 203 of the Education Act 1963, as amended, regarding conditions applicable to two persons sharing one full-time teaching post.]

**25/III State Services Conditions of Employment Amendment Act 1987. No. 17.**

[Amends the State Services Conditions of Employment Act 1977 in relation to state enterprises (a list of which appears in the First Schedule) and makes various consequential amendments to other Acts.]

**30/III Construction Amendment Act 1987. No. 24.**

[Amends the Construction Act 1959 in regard to delegation of powers of inspection in relation to construction work in mines or mining operations.]

**30/III Volunteers Employment Protection Amendment Act 1987. No. 59.**

[Amends the volunteers Employment Protection Act 1973 by substituting a new definition of "protected voluntary service or training".]

**30/III Trades Certification Amendment Act 1987. No. 58.**

[Addresses composition of the Board under the Trades Certification Act 1966; repeals the Trades Certification Amendment Act 1972.]

**8/IV Social Security (reciprocity with Australia) Act 1987. No. 71.**

[The Agreement between the Governments of New Zealand and Australia providing for reciprocity in matters relating to social security, done at Melbourne on 5 November 1986, is set out in a schedule to this Act.]

**14/IV Maori Affairs Amendment Act 1987. No. 73.**

[Amendments to the Maori Affairs Acts 1953, chiefly in relation to a trusteeship fund.]

**27/V An Act to reform the law relating to labour relations and, in particular: (a) to facilitate the formation of effective and accountable unions and effective and accountable employers' organisations; (b) to provide procedures for the orderly conduct of relations between workers and employers; (c) to provide a framework to enable agreements to be reached between workers and employers; (d) to repeal the Industrial Relations Act 1973 and certain other enactments. Labour Relations Act 1987. No. 77.**

[This Act (LS 1987—NZ 1) completely recasts the law relating to labour relations. The new legislation governs the registration of unions and employers' organisations, their affairs, union membership and elections, negotiations, enforcement of awards and agreements, disputes, personal grievances, strikes and lock-outs. It repeals the Industrial Relations Act 1973 (LS 1973—NZ 1; 1976—NZ 1A and 1B), amendments thereto, and the Aircrew Industrial Tribunal Act 1971, as amended. It also amends a series of Acts, including ss. 2 and 28 to 31 of the Union Representatives Education Leave Act 1986 (LS 1986—NZ 1).]

**27/V Agricultural Workers Amendment Act 1987. No. 78.**

[These amendments to the Agricultural Workers Act 1977 (LS 1977—NZ 1) repeal its Parts II (classes of agricultural workers), III (agricultural tribunal) and IV (settlement of disputes), along with its First Schedule. Henceforth, those matters are to be dealt with under the Industrial Relations Act 1987 (No. 77). This amendment Act also repeals s. 9 of the Agricultural Workers Act, ss. 2, 3 and 5 of, and the Schedule to, the Agricultural Workers Amendment Act 1977, and the Agricultural Workers Amendments Acts of 1979, 1980, 1982, 1984 and 1985. It also revokes the Industrial Relations Amendment Act Commencement Order 1978 (S. R. 1978/99) and the Agricultural Workers (Workers' Organisation Membership) Regulation 1985 (S. R. 1985/155). Finally, the amendments revise s. 2 (definition of "worker" and "employer") and ss. 6(1)(f), 59 and 60 (minor changes) of the Agricultural Workers Act.]

**27/V Fire Services Amendment Act (No. 2) 1987. No. 79.**

[Contains amendments to the Fire Service Act 1975 and the State Services Conditions of Employment Act 1977 occasioned by the enactment of the Labour Relations Act 1987 (LS 1987—NZ 1). The amendments deal in particular with union elections, membership clauses and jurisdiction of the Labour Court.]

**28/V State Services Conditions of Employment Amendment Act (No. 2) 1987. No. 81.**

[Amends the State Services Conditions of Employment Act 1977, in particular regarding definitions (ss. 2 and 76), application for review of conditions of employment (s. 23), disputes as

**NEW ZEALAND (cont.)**

to application of determinations and occupational qualifications (ss. 34 and 35), power of the Minister to refer existing or threatened strikes affecting essential services to the Labour Court (s. 68B), deductions from wages (s. 71A), suspension of non-striking employees where work is not available during a strike (s. 72), enforcement of union membership clauses (s. 76E), powers of the Arbitration Commission and the Labour Court (new ss. 79A, 79B and 79C), plus various miscellaneous amendments (ss. 6, 21, 22, 25, 26, 27, 28, 32, 61, 62, 69(a), 73, 75, 76F, 76H, 80(a) and 81(1)). Repeals Parts V and VI of the Act, as well as ss. 77 to 79, and repeals the State Services Conditions of Employment Amendment Act 1980, s. 7(1) of the State Services Conditions of Employment Amendment Act 1981, and ss. 12 and 13 of the State Services Conditions of Employment Act 1983.]

**28/V Minimum Wage Amendment Act 1987. No. 83.**

[Amends the Minimum Wage Act 1983 (ss. 2, 5, 8(1), 10 and 11). In particular, new s. 5 requires the Minister of Labour to review each year any minimum rate prescribed pursuant to s. 4 of the Act. Adds new ss. 8A, 8B, 8C and 8D on wages and time records and the right of inspectors to enter for enforcement purposes, and new s. 11A on compliance orders.]

**28/V Waterfront Industry Commission Amendment Act 1987. No. 82.**

[Amends the Waterfront Industry Act 1976 by, inter alia, abolishing the Waterfront Industry Tribunal and replacing references to it by references to the Labour Court (see the Labour Relations Act [LS 1987—NZ 1]). Amendments deal principally with maintenance of a register of workers at each port and the grounds for cancelling an employer's registration. Repeals ss. 5, 14 to 33 (functions of the Tribunal), 36 (employer's obligations), 40A to 40R (preference by virtue of union membership clause), 41 to 45, 47 and 50 to 52 of the 1976 Act, as well as the Waterfront Industry Amendment Acts of 1977, 1982, 1983, 1984 and 1985.]

**18/VI Transport Amendment Act 1987. No. 96.**

[Amends the Transport Act 1962, concerning inter alia overloading of vehicles (ss. 69B and 69C of that Act), maintaining a log of driving hours (ss. 70B, 70C, 70D and 127), certificates of fitness and certificates of loading (s. 79(1)) and penalties in conjunction therewith. Contains various repeals (s. 40 of the Amendment Act).]

**23/VI Social Security Amendment Act 1987. No. 106.**

[Amends the Social Security Act 1964 [LS 1964—NZ 1 . . . 1968—NZ 2A] in various respects (e. g. abolition of Social Security Commission and transfer of powers to Director-General, condition of residency to receive national superannuation benefit, widow's benefit, domestic purposes (family) benefit, accommodation benefit rates).]

**1/VII State Services Amendment Act 1987. No. 124.**

[Amends the State Services Act 1962 in regard to, inter alia, definitions, reappointment after absence for child-care purposes, redundancy, transfers, job classification, salary scales and individual contracts of service.]

**1/VII Health Service Personnel Amendment Act 1987. No. 121.**

[Amends the Health Service Personnel Act 1983, particularly in regard to definitions, reappointment after absence for child-care purposes, classification and grading of employees, appeal rights and individual contracts of service.]

**1/VII State-Owned Enterprises Amendment Act 1987. No. 117.**

[Introduces amendments to the State-Owned Enterprises Act 1986 concerning shareholding, transfer of Crown assets and liabilities, transfer of land, etc. In a Schedule, lists a series of repeals in other Acts consequential upon provisions of the 1986 Act.]

**1/VII State Services Conditions of Employment Amendment Act (No. 3) 1987. No. 123.**

[Amends the State Services Conditions of Employment Act 1977, especially regarding criteria for fixing rates of remuneration and pay scales. Adds a new Part VIIIA (State Enterprises) on methods of prescribing conditions of employment, registration of agreements under the Labour Relations Act 1987 (LS 1987—NZ 1) and procedures in relation to disputes and personal grievances. Repeals s. 24 of the State Services Conditions of Employment Act 1987.]

**10/VII Parental Leave and Employment Protection Act 1987. No. 129.**

[An Act to prescribe minimum entitlements with respect to parental leave for male and female employees and to protect the rights of employees during pregnancy and parental leave, and to repeal the Maternity Leave and Employment Protection Act 1980. Pregnant employees having

**NEW ZEALAND (cont.)**

worked for the same employer at least ten hours per week for the immediately preceding 12 months are entitled to a maximum of 14 weeks of leave (Part I). Paternity leave of a maximum of two weeks is guaranteed to male employees who meet certain conditions (Part II). Extended leave of up to 52 weeks is also available for either parent or may be shared between them (see Part III for details). Part IV of the Act governs requirements concerning notice and Part V concerns rights and obligations after commencement of parental leave. Dismissal by reason of pregnancy or parental leave is prohibited (Part VI); Part VII outlines the remedies available to employees alleging dismissal in contravention of the Act. Part VII (Miscellaneous Provisions) addresses, inter alia, the relationship of the Act to awards or agreements registered by the Arbitration Commission.]

**10/VII Industrial Societies Amendment Act 1987. No. 145.**

[Amends the Industrial Societies Act 1908, as amended, in regard to incorporation of such societies and repeals other amendment Acts.]

**17/VII Summary Proceedings Amendment Act 1987. No. 165.**

[Amends the Summary Proceedings Act 1957, in particular concerning attachment of a worker's wages or salary (ss. 103-106C). Contains protection against dismissal of an employee in respect of whom an attachment order has been served on his or her employer.]

**20/VII Education Amendment Act (No. 2) 1987. No. 177.**

[Amends the Education Act 1954 in various respects, particularly concerning registration of teachers and disciplinary action applied to them.]

**20/VII Shipping and Seamen Amendment Act 1987. No. 184.**

[This Act consolidates and amends the Shipping and Seamen Act 1952. Part I of that Act, entitled "General Administration", covers, inter alia, the bipartite Marine Council and state powers of inspection. It also contains amended ss. 142 (medical officers on board ship) and 145 and 148 (crew accommodation). Part IV governs ship construction survey and equipment, including medical stores, and Part VI covers load lines. Part VII, "Safety at Sea", includes collision prevention, while Parts XIII and XIV deal with liability questions. A list of consequential repeals of sections of other Acts appears in the First Schedule.

**20/VII Maori Language Act 1987. No. 176.**

[Declares the Maori language to be an official language of New Zealand. Confers the right to speak it in certain legal proceedings (including before designated courts and the Equal Opportunities Tribunal). Establishes a commission to promote the Maori language and sets forth its functions.]

**NICARAGUA****9/I Constitution of the Republic of Nicaragua. (*La Gaceta*, 9 Jan.)**

[Title IV of the Constitution, which contains nine Titles in all, deals in particular with individual, political, social, family and labour rights. It institutes the right to constitute rural and urban workers' organisations, as well as organisations of women, youth, persons engaged in crafts, professionals, technicians, artists, etc. (s. 49). Sections 57 and 58 establish the right to work for all citizens in accordance with their personal character, as well as their rights to education and culture. Section 59 establishes the right to health for all on a basis of equality. The right to social security protection is guaranteed for all by means of overall coverage in regard to social circumstances of life or work (s. 61). Section 62 provides that the State shall seek to set up programmes for the benefit of the handicapped, for their physical, psycho-social and vocational rehabilitation and shall assist them in finding a place in the world of work. Chap. V provides in s. 82 for equal wages for equal work, protection of the minimum wage and social benefits from attachment, working conditions which guarantee workers physical well-being, health, sanitary conditions and reduction of occupational hazards, an eight-hour working day, weekly rest, complete protection and means of assistance in case of invalidity, old age, occupational hazards, sickness and maternity. The right to strike is recognised in s. 83. Minors are prohibited from engaging in certain types of work (s. 84). Section 87 provides for full freedom of association and s. 88 guarantees the workers' right to conclude individual contracts of employment and collective agreements with employers. Published as LS 1987—Nic. I.]

**26/I Decision No. 13 of the Nicaraguan Social Security and Welfare Institute (INSSBI) regarding the extension of social security to rural areas. (*ibid.*, 28 Feb.)**

**NICARAGUA (cont.)**

[Decision to register all independent workers, whatever the type of work they perform in rural areas on either a temporary or a permanent basis, who render services to enterprises having one or more permanent employees.]

- 21/VII Decree No. 272 establishing a special fund for the development of small-scale fishing and aquaculture. (*ibid.*, 15 Aug.)

[The Fund has the aim of managing financial, technical and material resources, whether in a bilateral or multilateral form, directed towards promoting and developing small-scale fishing and aquaculture.]

**NIGER**

- 12/III Decree No. 87-36/PCMS/MCI/T of 12 March 1987 establishing the conditions for foreigners to engage in non-wage-earning occupational activities. (*Journal officiel*, 1 Apr.)

[Defines foreign and domestic companies or enterprises and sets forth the authorisation procedure to follow. In an appendix, contains a list of non-wage-earning occupational activities which, for foreigners, are prohibited or require a permit.]

- 22/IV Order No. 870/MFP/T of 22 April 1987 on the means of application of Decree No. 87-017/PCMS/MFP/T of 12 February 1987 which transferred certain functions of the Ministry of Labour and the Public Service in regard to personnel administration. (*ibid.*, 1 May)

[Contains in particular provisions regarding recruitment, assignment, evaluation, advancement, seniority bonuses, leaves and authorised absences and penalties in regard to public service staff.]

- 11/V Ordinance No. 87-16 of 11 May 1987 adopting a draft National Charter and submitting it to a referendum. (*ibid.*, 26 May)

[The text of the draft Charter is comprised of a preamble and five Titles determining the general structure of the Niger and defining the country's overall approach to politics and development, defence and security, foreign policy and co-operation. In particular, contains provisions regarding social factors and structure for participation in development (Title I, Ch. II), education and training (Title III, Ch. II), employment policy (Title III, Ch. III), policy on health and social action (Title III, Ch. VI), rural development (Title III, Ch. VII) and industry, commerce and tourism (Title III, Ch. IX).]

- 1/X Decree No. 87-130/PCMS/MFP/T of 1 October 1987 amending and supplementing Decree No. 67-126/MFP/T of 7 September 1967, which issued regulations under the Labour Code. (*ibid.*, 1 Nov.)

[Sets up eight labour inspection jurisdictions.]

**NORWAY**

- 9/I An Act to amend the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (*Norsk Lovtidend*, Part I, 27 Jan.)

[Amends s. 6 (the pension contribution for persons in private businesses) and s. 16 (contribution amounts).]

- 14/I Provisions to amend the Provisions (of 9 April 1970) respecting granting allowances under the Family Allowances Act (No. 2 of 24 October 1946) [LS 1946—Nor. 7]. (*ibid.*)

[Amends s. 2 (gives extra allowance when the parents have not actually lived together for six months).]

- 19/I Provisions to amend the Provisions (No. 2 of 11 January 1987) respecting voluntary sickness insurance for persons with private businesses under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (*ibid.*, 10 Feb.)

- 23/I Provisions to amend the Order in Council (of 19 March 1948) [LS 1948—Nor. 1] respecting annual holidays for seafarers. (*ibid.*)

[Amends s. 2 (annual holidays of 29 days) and s. 3 (holiday remuneration).]

- 6/II Provisions to amend Provisions (of 11 December 1970) respecting occupational, climate-induced and epidemic diseases which are treated as employment accidents under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (*ibid.*, 24 Feb.)



**NORWAY (cont.)**

[Inserts new s. 11(4)(1)(3) (the rules to apply for certain diseases to be treated as employment accidents).]

6/II Provisions to amend the provisions (No. 643 of 11 March 1983) respecting exceptions to the ban on the subcontracting of labour. (*ibid.*)

[Amends s. 16 (consultations required prior to granting exceptions).]

8/III Provisions to amend the Provisions (of 24 November 1966) respecting rehabilitation aids. (*ibid.*, 3 Apr.)

[Inserts new paragraphs in s. 6 (subsidies for obtaining various rehabilitation devices or aids for use at the workplace).]

19/III Provisions to amend the Provisions (No. 643 of 11 March 1983) respecting exceptions to the ban on the subcontracting of labour. (*ibid.*)

29/IV Provisions respecting sickness allowance and voluntary supplementary insurance for public employees under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (*ibid.*, 27 May)

[Sets forth rules for the application of the National Insurance Act to public employees.]

29/IV Provisions to amend the Provisions (of 8 November 1977) respecting the receipt of cash sickness benefits under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)] while at the same time receiving income from an employment relationship, from outside an employment relationship or from an independent business. (*ibid.*)

29/IV Provisions to amend the Provisions (of 11 January 1978) respecting voluntary sickness insurance under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)] for persons having their own business. (*ibid.*)

29/IV Provisions to amend the Provisions (of 11 January 1978) respecting the payment of cash sickness benefits under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)] to gainfully employed persons who are temporarily without income from employment or who have not been working for 14 days. (*ibid.*)

21/V Provisions respecting subsidies under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)] for reading or secretarial help for a blind or vision-impaired person at work or at school. (*ibid.*, 12 June)

[An employer can obtain subsidies covering the salary and the social security costs for the person employed to help.]

22/V An Act to amend the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (*ibid.*)

[Amends several ss. respecting (1) tax and social security costs and (2) payment of cash sickness benefits.]

5/VI Provisions to amend the Provisions (No. 2096 of 13 December 1985) respecting the representation of employees under the Act respecting partnerships (No. 83 of 21 June 1985). (*ibid.*, 22 June)

[Amends ss. 1, 10 and 11 (election of the employees' representative).]

5/VI An Act to amend the Act (No. 2 of 3 December 1951) respecting pension insurance for forestry workers, and the Act (No. 12 of 28 June 1957) respecting pension insurance for fishermen. (*ibid.*)

[Amends the ss. concerning the accrual of pensions.]

5/VI An Act to amend the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (*ibid.*)

[Repeals s. 3(15)(2) in Chapter 3 (sickness insurance).]

5/VI Provisions to amend the Provisions (of 10 December 1976) respecting the right of employees to be represented on the boards and the corporate assemblies of joint-stock companies.

[Amends ss. 1, 10, 11, 24 and 25 (election of the employees' representative).]

5/VI Provisions to amend the Provisions (of 10 December 1976) respecting the right of employees to be represented on the boards of joint-stock companies in the building and civil engineering industry. (*ibid.*)

[Amends ss. 1, 11 and 12 (election of the employees' representative).]

**NORWAY (cont.)**

- 10/VI Temporary Provision respecting minimum income needed in order to obtain the daily allowance under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (ibid., 3 July)  
[Sets the minimum income at 75 per cent of the basic scale set forth in the National Insurance Act.]
- 12/VI An Act to amend the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (ibid., 26 June)  
[Amends ss. 6 and 16 (the premium for self-employed persons).]
- 17/VI Provisions to amend the Provisions (of 9 April 1973) respecting the co-ordination of simultaneous benefits under the pension and insurance schemes under the Act (No. 26 of 6 July 1957) on the same subject. (ibid., 3 July)
- 1/VIII Provisions establishing the calculation of health benefits under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (ibid., 2 Oct.)  
[Regulates health benefits for persons receiving pensions.]
- 10/VIII Provisions fixing the pension contributions under the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (cons.)]. (ibid.)  
[Regulates contributions based upon income from one's own business and additional earned income.]
- 13/XI Provision to amend the Royal Decree (of 28 June 1968) respecting rules on the private pensions scheme. No. 887. (ibid., 4 Dec.)  
[Amends s. 17 (payment in instalments).]
- 20/XI Provisions to amend the Provisions (of 17 December 1976) respecting the right of employees to be represented on the boards and corporate assemblies, etc., of companies (state-owned companies, etc.). No. 923. (ibid., 16 Dec.)  
[Amends several ss. (1(b), 7(1)(2), 8(1)(2), 21(1)(2) and 22(1)(3)) respecting the required working hours for eligible employees.]
- 27/XI Provisions to amend Provisions (of 28 February 1975) respecting benefits under the National Insurance Act [LS 1971—Nor. 2A (cons.)] for seafarers employed in the distant trade. No. 934. (ibid.)
- 30/XI Provisions to repeal the provisions respecting the calculation of unemployment benefits for seafarers engaged in shipping abroad while they are staying in the country, under the National Insurance Act (No. 12 of 1966) [LS 1970—Nor. 1 (cons.)]. No. 1087. (ibid., 22 Jan. 1988)
- 11/XII An Act to amend the National Insurance Act (No. 12 of 1966) [LS 1970—Nor. 1 (cons.)] and certain other Acts. No. 74. (ibid., 29 Dec. 1987)  
[Amends several ss. respecting the manner of calculating sick days, verification of sickness, maximum number of sick days, etc. In addition, amends s. 32(1) of the Workers' Protection and Working Environment Act (No. 4 of 1977) [LS 1977—Nor. 1] (respecting right to leave to care for a sick child, s. 4(2) of the Act (No. 4 of 1957), in respect to advance payment of child allowances (a minimum allowance shall be paid even though the final amount has not yet been determined).]
- 18/XII An Act to amend the National Insurance Act (No. 12 of 1966) [LS 1970—Nor. 1 (cons.)]. No. 77. (ibid., 13 Jan. 1988)  
[Amends several ss. respecting premiums to be paid, etc.]
- 18/XII Act to amend the Act (No. 9 of 1947) respecting measures to promote employment [LS 1947—Nor. 2 . . . 1970—Nor. 2]. No. 101. (ibid., 13 Jan. 1988)  
[Amends s. 22 (prohibition of private employment offices and various exceptions to this prohibition).]
- 18/XII An Act to amend the Act (No. 9 of 1947) respecting measures to promote employment [LS 1947—Nor. 2] and the National Insurance Act (No. 12 of 1966) [LS 1970—Nor. 1 (cons.)]. No. 102. (ibid.)

**NORWAY (cont.)**

[Amends several ss. of Act No. 9 of 1947 respecting the administration of the work to be carried out and several ss. of the National Insurance Act respecting the possibility of obtaining unemployment benefits after the maximum unemployment period has passed.]

- 18/XII Provisions to amend the provisions (No. 1379 of 22 August 1983) respecting compensation for travel costs for medical examinations and treatment. No. 1031. (*ibid.*, 15 Jan. 1988)

**PERU**

- 12/I Ministerial Decree No. 007-87-JUS to approve the regulations governing the organisation and functioning of the Special Commission on the Rights of Women. (*El Peruano*, 6 Mar.)

[The Special Commission on the Rights of Women is a multisectoral body of the Ministry of Justice, charged with promoting mechanisms which can guarantee women's full exercise of their rights. One of its purposes is to contribute to the elimination of all forms of discrimination against women. It is comprised of members of various ministries and governmental and non-governmental bodies, and in particular by representatives of the Ministry of Labour and Social Promotion, the Ministry of Agriculture and the Ministry of Education.]

- 4/III Ministerial Decision No. 042-87-TR to approve a basic occupational safety and health guide for labour inspectors. (*ibid.*)

[The approved guide governs inspection functions in relation to occupational health and safety within the competence of the General Inspectorate. Its provisions apply to industrial enterprises in general. It covers the following subjects: required documents, buildings and workplaces, fire prevention and protection, personal protection, sanitary facilities, and special and related services. In the appendices, the text sets forth the duties of industrial enterprises (observance of general Act No. 23407 of 28 May 1982 on industries, Regulations governing industrial safety, approved by Presidential Decree No. 42 of 22 May 1964 and confirmed by Presidential Decree No. 049-82-ITI-IND of 1 October 1982 and the Regulations on opening and sanitary inspection of industrial plants) and the duties of workers (Regulations on industrial safety approved by Presidential Decree No. 42-F and Regulations on opening and sanitary inspection approved by Presidential Decree No. 029-65-SA). It also specifies the reporting to be done by industrial enterprises which are bound to observe the regulations on industrial safety approved by Presidential Decree No. 42-F. In addition, it defines certain terms (industrial safety, industrial health, occupational disease, asbestos, etc.).]

- 17/III Presidential Decree No. 029-87-PCM to replace the text of section 31 of Presidential Decree No. 002-72-TR. (*ibid.*, 18 Mar.)

[This involves the Presidential Decree which issued the regulations implementing Legislative Decree No. 18846 of 28 April 1971 on employment injury and occupational disease benefits, published in the Legislative Series as LS 1972—Per. 1A and LS 1972—Per. 1B. The new s. 31 reads "Remuneration calculable for the provision of economic benefits may not exceed the sum of six times the insurable minimum daily earnings of an unskilled worker in the province of Lima."]

- 7/IV Presidential Decree No. 092-87-EF approving the Regulations governing the Fund for Financing the Informal Sector. (*ibid.*, 9 Apr.)

[The Regulations have as their aim setting standards for the Fund for Financing the Informal Sector, which has been established in the Industrial Bank of Peru as part of its overall programme of support for the informal sector. That programme is designed to facilitate the granting of credit resources, technical assistance and other types of promotional assistance to the Fund which are oriented towards improving socio-economic conditions so as to facilitate its gradual incorporation in the formal sector of the economy.]

- 13/IV General Act No. 24656 on peasant farmers' communities. (*ibid.*, 14 Apr.)

[This Act (LS 1987—Per. 1A) declares that the overall development of peasant farmers' communities is a national need in the interest of society and the culture. It provides that the State recognises peasant farmers' communities as basic democratic institutions which are autonomous in regard to their organisation, communal labour and use of the land, as well as in their economic and administrative affairs. The State therefore guarantees the integrity of property rights in the territory of the peasant farmers' communities, and respects and protects communal labour as a method of participation of the members of the community, as governed by customary and autochthonous law. The Act consists of ten Titles, in particular Title II on the functions of peasant farmers' communities, Title III on members of the community, Title IV on the communal territory, Title V on the system of administration, Title VI on communal

**PERU (cont.)**

labour, Title VII on the economic system, and Title IX on the National Institute of Development of Peasant Farmers' Communities and the National Fund for Communal Development.]

- 13/IV Act No. 24657 (LS 1987—Per. 1B) declaring the demarcation of boundaries of and the establishment of title to the territory of communities of peasant farmers to be a national necessity and in the public interest. (ibid.)

- 10/VI Administrative Decision No. 202-87-FTCCLL to amend s. 2 of Administrative Decision No. 045-86-FTCCLL. (ibid., 15 June)

[The section referred to deals with the delivery of files by regional labour administration area offices to the first instance tribunal in the place where the workplace or the defendant's place of residence is located.]

- 16/VI Presidential Decision No. 0118-87-PCM establishing a special commission charged with the task of co-ordinating development activities of associational, rural and urban enterprises. (ibid., 17 June)

[In particular, the functions of the commission are to plan, organise and co-ordinate development activities designed to benefit workers' co-operatives, enterprises administered by workers, industrial co-operatives, etc.]

- 24/VI Presidential Decree No. 014-87-MIPRE on the organisation and functions of the National Institute for the Development of Peasant Farmers' Communities. (ibid., 2 July)

[The National Institute for the Development of Peasant Farmers' Communities (INDEC) was established under General Act No. 24656 on peasant farmers' communities as a public, decentralised and multi-sectoral body advising the President. Among its other functions, it has the tasks of drawing up and proposing national policy on the communities' overall development and watching over its implementation; drawing up a national plan for the communities' overall development; and proposing relevant legislation for the communities' promotion and development. Title IV deals with employment.]

- 24/VI Presidential Decree No. 015-87-MIPRE approving Regulations of the National Fund for Communal Development. (ibid., 3 July)

[The National Fund for Communal Development (FONDEC), established under s. 44 of General Act No. 24656 on peasant farmers' communities, has the aim of lending financial support to the communities' overall development. Among other objectives, it is to contribute to the overall development of the communities by supporting their productive economic activities and by providing services which will mean improvement in their standard of living; to support on a priority basis the reactivation of production and a productivity increase in the communities' economic activities; to promote, support and finance communal and multi-communal enterprises founded in order to extend and diversify the communities' productive economic activities, as well as to improve the employment and income levels of the population; to contribute to improving the communities' levels of education, health, housing and other basic services; to contribute to the communities' own training in the management and use of financial resources, in order to cultivate their capacity for self-financing. The resources of the Fund are the funds in the public treasury, loans and lines of credit obtained by the Fund, donations and inheritances it receives, sums from international and national technical and financial co-operation and resources which each peasant farmers' community contributes from its own income.]

- 26/VI Legislative Decree No. 424 issuing the Basic Act governing the agrarian sector. (ibid., 29 June)

[The agrarian sector is made up of the Ministry of Agriculture as the central and directing body, the respective bodies of the regional governments, the public decentralised bodies at the central and regional levels, and national and legal persons engaged in agrarian activities. It is the task of the Ministry of Agriculture in particular to draw up and direct policy on the agrarian sector; to plan, set standards on, engage in, supervise and evaluate activities involving regulation and promotion in this sector, and to act together with the relevant economic partners regarding policies, plans and programmes for the sector. The Legislative Decree sets forth the structure of the Ministry of Agriculture and deals with national programmes and special projects in Ch. XI of Title III. It repeals Legislative Decree No. 21 and other provisions contrary to the present Act.]

- 8/VII Presidential Decree No. 011-87-TR increasing the remuneration of workers in private employment whose remuneration is not determined by collective bargaining. (ibid., 9 July)

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[Provides that such workers have a right to receive increases in the nature of a "special cost-of-living bonus" which shall enter into the basis for calculating vacation pay, wages for work on Sunday and non-working holidays, certain leaves and overtime.]

- 13/VII Presidential Decree No. 012-87-TR setting up a Special Commission on Vocational Training. (ibid., 14 July)

[The Commission, which was created by Legislative Decree No. 140 (Act on the organisation of the labour and social promotion sectors), is a technical, inter-sectoral co-ordinating body with the task of drawing up and proposing national policy on vocational training in line with the Government's plans for development. The Commission is to ensure that vocational training activities are undertaken in a defined rational manner and subject to common standards.]

- 14/VII Ministerial Decision No. 278-87 JUS of the Ministry of Justice approving the rules governing the organisation and functioning of the National Penitentiary Institute. (ibid., 22 July)

[The purpose of the institute (INPE) is to direct, co-ordinate, and technically and administratively supervise the country's penitentiary system so as to ensure an appropriate policy of social reform, and in particular the re-education, social reform and social reintegration of prisoners. This involves, along with many other bodies, the Directorate of Labour and Education, which is in charge of setting standards for, supervising and inspecting work and educational activities in penal establishments; this Directorate is, inter alia, to promote the conclusion of contracts with public or private entities to set up crafts and manufacturing centres.]

- 16/VII Directive No. 007-PE-IPSS-87 of the Peruvian Social Security Institute regarding social security coverage for homemakers. (ibid., 23 July)

[Sets forth uniform criteria for the steps to be taken by the Peruvian Social Security Institute to register the persons concerned.]

- 20/VII Decision No. 00-87-SP-FTCCLL (Labour and Workers' Communities Tribunal) approving four Jurisdictional Directives which form part of said Decision. (ibid., 24 Aug.)

[The four Jurisdictional Directives are: No. 01-87 (worker members of work co-operatives); No. 02-87 (piece-work textile workers); No. 03-87 (rights of women and minors) and No. 04-87 (remuneration upon reinstatement). The Directives are in force for all judicial judgments issued after the date of the Decision, without retroactive effect.]

- 30/IX Ministerial Decision No. 00808-87-AG issuing regulations on the organisation and functions of the Ministry of Agriculture. (ibid., 11 Nov.)

- 9/X Act No. 24723 declaring the public service activities of banking, financial and insurance enterprises to be in the public interest. (ibid., 11 Oct.)

[This Act declares the expropriation of representative share capital of currently functioning private banking, financial and insurance enterprises, subject to certain exceptions, to be in the public interest, with the State as the beneficiary of the expropriation and the Ministry of Economy and Finance acting for it. In particular, the Act indicates the method for determining the value of the shares to be expropriated. Provisionally, the Executive Branch is to take over the direct management and administration of the enterprises engaged in banking, finance and insurance, in light of the national interest involved and owing to the emergency situation affecting those sectors. Section 8 of the Act specifies that the expropriation shall take place in accordance with the General Act on expropriation (Legislative Decree No. 313). Section 9 provides that on the board of directors (elected by the shareholders' meeting) of each enterprise to which the Act applies there shall be a representative of the regularly employed workers, a representative of small- and medium-sized employers and, for banking and finance, a representative of the depositors. The workers' representative shall be elected by the permanently employed workers of each enterprise in direct, secret and universal balloting. Section 11 provides that the workers in the enterprises referred to shall preserve their right to continued employment as well as the other rights, duties and benefits contained in applicable legislation and collective agreements. With the aim of promoting extended share ownership, the State shall offer individuals up to 30 per cent of the shares in commercial banks which operate nationally and in finance and insurance companies. Once the shares have been transferred to the State, shares of enterprises which are not engaged in banking, finance or insurance but which formed part of them for purposes of investments made prior to expropriation may be offered for public sale, with preference to be given to extending share ownership and to the workers involved. Section 19 provides that, with certain exceptions, foreign banking institutions may not operate

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in Peru. Under s. 22, banks and companies of finance and insurance shall establish a permanent fund for the training and advanced training of their staff at universities and specialised centres at home and abroad.]

- 16/X Act No. 27424 establishing normal working hours for journalists. (ibid., 25 Oct.)

[Normal working hours for journalists shall not exceed five days or 40 hours a week, even while they are away from the workplace; this shall be without prejudice to benefits provided by law.]

- 23/X Executive Decree No. 107-87-PCM approving the second phase of the unified system of remuneration, bonuses and pensions for officials and public servants covered by Legislative Decree No. 276. (ibid., 27 Oct.)

[This text is issued under Executive Decree No. 057-86-PCM, which, pursuant to art. 60 of the Peruvian Constitution, initiated the first phase of the gradual process of applying a unified system of remuneration, bonuses and pensions to officials and public servants in the public administration, by providing for the uniform categorisation of officials, management and professionals' occupational groups.]

- 30/X Executive Decree No. 013-87-ED issuing provisions to promote national artists by providing them with work and guaranteeing their welfare and their right to social security. (ibid., 31 Oct.)

[Provides that in any artistic production or spectacle performed in the nation, the proportion of Peruvians shall be no less than 80 per cent of the total participants and that any working artist who, being employed by an owner, provides artistic services shall be insured on a compulsory basis by the health benefits and pension schemes of the Peruvian Social Security Institute. To have a right to benefit assistance, the artist must have a credit of at least one week's work during the three months preceding the contingency necessitating the assistance.]

- 28/XII General Act No. 24286 on the Peruvian Institute of Social Security. (ibid., 29 Dec.)

[The purpose of the Peruvian Institute of Social Security (IPSS) is to develop activities in the field of social security aimed at prevention, promotion, development and personal and collective welfare, offering protection against the risks and contingencies of society by granting health, economic and social benefits. In particular, the IPSS has the tasks of administering the schemes for health, pension and social benefits and others imposed by law, registering insured persons and employers, collecting and taxing contributions, determining qualification periods for purposes of granting health benefits in accordance with working methods, developing programmes of occupational health and safety prevention by organising occupational health and safety services in co-ordination with other bodies. It covers workers employed by others and the self-employed, those workers' family members, agricultural and maritime workers and their family members, the physically and mentally handicapped, voluntary participants, workers who provide services abroad to the State and persons engaged solely in homemaking. The Act also provides for the gradual inclusion of sectors not yet covered. The Act deals in Ch. III with the organisation and administration of the IPSS and in Ch. V with its economic and financial rules. Legislative Decrees Nos. 20212 and 23161 and Executive Decree No. 26-80-PM are repealed.]

**PHILIPPINES**

- 30/I Executive Order No. 119 reorganising the Ministry of Health, its attached agencies and for other purposes. (*Official Gazette*, 6 Apr.)

[Outlines the responsibilities of various bodies in relation to health policy and programmes, including inter alia maternal and child health, family planning services, radiation health services, health manpower development and training. Repeals or amends legislation inconsistent with this text.]

- 30/I Executive Order No. 122-A creating the Office on Muslim Affairs. (ibid., 27 Apr.)

[Establishes the Office and sets forth its powers, functions and structure. Declares state policy as follows: "to ensure the rights and well-being of Muslim Filipinos with due regard to their beliefs, customs, traditions and institutions, as well as to further ensure their contribution to national goals. . . ."]

- 30/I Executive Order No. 122-B creating the Office for Northern Cultural Communities. (ibid.)

[The functions encompass, inter alia, those relating to land policy, economic development and training. Declares state policy as follows: "to ensure the rights and well-being of Northern

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Cultural Communities, which consist of non-Muslim hill tribes and ethnolinguistic minority groups, with due regard to their beliefs, customs, traditions and institutions, as well as to further ensure their contribution to national goals. . . .”]

30/I Executive Order No. 122-C creating the Office for Southern Cultural Communities. (ibid.)

[The functions encompass, inter alia, those relating to land policy, economic development and training. Declare state policy as follows: “to ensure the rights and well-being of Southern Cultural Communities, which consist of non-Muslim hill tribes and ethnolinguistic minority groups, with due regard to their beliefs, customs, traditions and institutions, as well as to further ensure their contribution to national goals. . . .”]

11/II Proclamation No. 58 proclaiming the ratification of the Constitution of the Republic of the Philippines adopted by the Constitutional Commission of 1986, including the Ordinance appended thereto. (ibid., 8 June)

27/II Executive Order No. 133 reorganising the Department of Trade and Industry, its attached agencies, and for other purposes. (ibid., 13 Apr.)

[States national policy as the pursuit of a private-sector based growth strategy (s. 1). Inter alia, calls upon the Department to create, in co-ordination with the Department of Labor and Employment, a centre which will provide assistance to the public relative to industrial relations (s. 3(v)).]

30/III Executive Order No. 155 amending Republic Act No. 857. (ibid.)

[Amends s. 1 of the Act to provide for punishment by imprisonment of any public officer or employee who obstructs, prohibits or otherwise prevents an attorney from conferring with a person who has been arrested, when that conference has been requested by the detainee or by a national or international non-governmental organisation duly accredited by the Office of the President.]

13/IV Executive Order No. 160 further amending Presidential Decree No. 79, as amended, entitled “Revising the Population Act of 1971”. (ibid., 11 May)

[Deals with membership and powers of the Population Commission.]

13/IV Executive Order No. 125-A amending Executive Order No. 125, entitled “Reorganizing the Ministry of Transportation and Communications, defining its powers and for other purposes”. (ibid., 4 May)

[Renumbered ss. 12 and 13 refer, inter alia, to the functions of the Maritime Industry Authority, which include safety regulatory functions pertaining to vessel construction and operation, including the determination of manning levels and issuance of certificates of competency; enforcement of laws in that regard; and issuing and registering the continuous discharge book of Filipino seafarers.]

5/V Executive Order No. 163 declaring the effectivity of the creation of the Commission on Human Rights as provided for in the 1987 Constitution, providing guide-lines for the operation thereof, and for other purposes. (ibid., 11 May)

[Sets forth the composition and powers of the Commission, which include the following: investigate, on its own or on complaint by any party, all forms of human rights violations involving civil and political rights; provide appropriate legal measures for the protection of human rights of all persons within the Philippines, as well as Filipinos residing abroad; provide legal aid services; and monitor the Philippine Government’s compliance with international treaty obligations on human rights (s. 3).]

1/VI Executive Order No. 179 further amending Title II, Book Four, of the Labor Code of the Philippines (Presidential Decree No. 442, as amended). (ibid., 8 June)

[Amends the definition of “wages” or “salary” in paragraph (w) of s. 167 of the Code (published as s. 165 in LS 1974—Phi. 1A), for purposes of social security. Also amends s. 191 (published as s. 189), in regard to temporary total disability under the workers’ compensation scheme, and s. 194(d) in regard to funeral benefits.]

1/VI Executive Order No. 180 providing guide-lines for the exercise of the right to organize of government employees, creating a public sector labor-management council, and for other purposes. Dated 1 June 1987. [LS 1987—Phi. 1]. (ibid., 8 June; errata, ibid., 7 Sep.)

[This Executive Order provides that all government employees can form, join or assist employees’ organisations of their own choosing for the furtherance and protection of their

**PHILIPPINES (cont.)**

interests (s. 2). This applies as well to labour-management committees, works councils and other such participation schemes. The Order contains protections of the right to organise (ss. 5–6), governs the registration of employees' organisations (ss. 7–8) and addresses appropriate organisational units (ss. 9–12). It further refers to negotiations (s. 13), strikes (s. 14) and the settlement of disputes (s. 16). The Order also establishes the Public Sector Labor-Management Council (s. 15).]

- 10/VI Executive Order No. 189 placing all public secondary school teachers under the administrative supervision and control of the Department of Education, Culture and Sports and for other purposes. (ibid., 29 June)

[Henceforth, all basic salaries and cost-of-living allowances of public secondary school teachers shall be paid by the national Government, in line with the methods for implementation set forth in the Order.]

- 22/VII Executive Order No. 232 providing for the structural and functional reorganisation of the National Council for the Welfare of the Disabled Persons and for other purposes, (ibid., 27 July)

[The Council includes a representative of the Department of Labor and Employment in its membership.]

- 22/VII Executive Order No. 229 providing the mechanisms for the implementation of the Comprehensive Agrarian Reform Program. (ibid.)

[Executive Order provides for compulsory registration by natural and legal persons owning land, in order to permit valuation of the property in case it should be acquired by the Government for purposes of agrarian reform. The registration is to include a listing of the names of all tenants and farmworkers. The Order sets forth the modes of compensation to landowners, as well as the options available to them regarding voluntary land transfers. For lands with multiple beneficiaries, ownership of whole parcels or estates may be transferred collectively or individually, as the beneficiaries prefer. The Department of Agrarian Reform is granted quasi-judicial powers to determine and adjudicate agrarian reform matters; its decisions have immediate effect but may be appealed to the regional trial courts. The Presidential Agrarian Reform Council, of which the Secretary of Labor and Employment is a member, is to co-ordinate implementation of the programme. The Order reiterates constitutional principles, including the right of farmers and regular farmworkers who are landless to own directly or collectively the lands they till, and respect for prior rights, homestead rights of small settlers and the rights of indigenous communities to their ancestral lands. Persons or associations who prematurely enter the land to avail themselves of rights and benefits under the Order shall be permanently disqualified.]

- 22/VII Proclamation No. 131 instituting a Comprehensive Agrarian Reform Program. (ibid.)

[Covers all public and private agricultural lands and sets up the Agrarian Reform Fund. Repeals any inconsistent laws or decrees.]

- 24/VII Executive Order No. 247 reorganizing the Philippine Overseas Employment Administration and for other purposes. (ibid., 3 Aug.)

[The powers and functions set forth include the regulation of private sector participation in the recruitment and overseas placement of workers by setting up a licensing and registration system, protection of the rights of Filipino workers for overseas employment in regard to fair and equitable recruitment and employment practices, promotion and protection of their well-being overseas and institution of a system for ensuring the fair and speedy disposition of complaints.]

- 25/VII Executive Order No. 251 amending certain sections of Executive Order No. 126 dated January 30, 1987. (ibid.)

[Amends Executive Order No. 126 on the reorganization of the Department of Labor. In particular, amends s. 22 of that Order in relation to the National Conciliation and Mediation Board by creating the Tripartite Voluntary Arbitration Advisory Council which shall be attached to it.]

- 25/VII Executive Order No. 252 further amending articles 213, 214 and 215 of Presidential Decree No. 442, as amended. (ibid.)

[Amends sections of Title II of the Labour Code (published as ss. 212, 213 and 214 in LS 1974—Phi. 1A) concerning the National Labor Relations Commission (composition, headquarters and offices, appointment and qualifications of Commissioners).]



**PHILIPPINES (cont.)**

- 25/VII Executive Order No. 269 amending Presidential Decree No. 1519, entitled "Revising the Philippine Medical Care Act 1969 [LS 1974—Phi. 1B (cons.)]. (ibid.)

[In particular, amends s. 19 of the Presidential Decree in regard to collection of contributions to the health insurance fund (deduction from wages, etc.).]

- 25/VII Executive Order No. 274 creating the Presidential Council for Youth Affairs and for other purposes. (ibid.)

[Sets forth the composition and functions of the Council. In s. 5, abolishes other bodies, including the Secretariat of Youth Affairs.]

- 25/VII Executive Order No. 292 instituting the Administrative Code of 1987 (ibid., 21 and 28 Sep.)

[Institutes the new Administrative Code and repeals any inconsistent provisions. Sets forth the structure of government and the functions to be performed by various branches and departments. Title VII: Labor and Employment; Title IX: Health; Title X: Trade and Industry.]

- 26/VII Executive Order No. 129-A modifying Executive Order No. 129 reorganizing and strengthening the Department of Agrarian Reform and for other purposes. (ibid., 3 Aug.)

[Sets forth the mandate, functions, powers and administrative structure of the Department of Agrarian Reform under the Comprehensive Agrarian Reform Program. Repeals all inconsistent legislation.]

- 3/VIII Executive Order No. 243 declaring the effectivity of the Office of the Ombudsman as provided for in the 1987 Constitution. (ibid.)

[Sets forth qualifications of the ombudsman and deputies, provided for in article XI, s. 5, of the Constitution. Lists the office's powers, functions and duties (including recommending the removal, suspension, etc., of a public official or employee on the basis of illegal or improper action).]

**POLAND**

- 30/I Decision of the Council of State specifying certain rights and obligations for workers employed by the State Inspectorate of Labour. Text 44. (*Monitor Polski*, 6 Mar.)

[The Decision covers grades, remuneration, qualifications, etc. It repeals the Decision of the Council of State of 30 December 1982 on the same subject.]

- 9/II Decision No. 12 of the Council of Ministers to reduce the hours of work in establishments of the printing industry. Text 33. (ibid., 25 Feb.)

[The Decision prescribes that the hours of work of workers employed on particularly arduous jobs or under unhealthy conditions in establishments of the printing industry shall be an average of 7.5 a day or 36.25 per week.]

- 10/II Order of the Minister of Labour, Wages and Social Affairs to lay down rules to compare the average level of remuneration of university teaching staff with the average level of the remuneration of workers employed in the socialised production sector. Text 49. (*Dziennik Ustaw*, 18 Mar.)

[The Order establishes the principles for carrying out comparative analyses and prescribes that the data collected shall be used by the Labour Minister to determine an average increase in the remuneration of university teaching staff.]

- 16/II Decision No. 16 of the Council of Ministers respecting the principles to be applied to increase the lowest levels of remuneration in socialised establishments. Text 64. (*Monitor Polski*, 26 Mar.)

[The Decision was issued in accordance with the provisions of s. 79 of the Labour Code (LS 1974—Pol. 1A, 1B) and contains certain principles governing the increase of the lowest levels of remuneration in 1988. It provides that Decision No. 4 of the Council of Ministers of 12 January 1987 on the same subject shall be repealed on 1 January 1988.]

- 30/III Decision No. 41 of the Council of Ministers respecting permanent social assistance allowances for persons who have been disabled since childhood. Text 80. (ibid., 31 Mar.)

[The Decision defines those entitled to receive permanent allowances as any person who is unable to work on account of a disability existing since childhood, is over the age of 18 years, does not have any income to live on and has been recognised as a Group I or II invalid.]

**POLAND (cont.)**

- 11/IV Order No. 29 of the Minister of Labour, Wages and Social Affairs respecting the chief method of job evaluation. Text 2. (*Dziennik Urzędowy Ministerstwa Pracy, Plac i Spraw Socjalnych*, 22 Apr.)

[The Order was issued under the Order of the Council of Ministers of 16 February 1987 to lay down the principles for evaluating jobs. It introduces the method of job evaluation (UN-EWAP-87) in respect of manual and non-manual labour. In particular, for manual and non-manual posts an establishment shall evaluate such factors as vocational training, professional experience, decision-making processes, requirements of working co-operatively or in a team, responsibility for the safety and health of other workers, arduous or monotonous elements, mental stress, the presence of dangerous substances in the working environment, etc. The relative importance of these factors shall be taken into account in determining the level of remuneration for the posts in question.]

- 17/IV Decision of the Council of Ministers respecting the employment of young persons over the age of 16 years on certain prohibited jobs in coal mining. Text 86. (*Dziennik Ustaw*, 12 May)

[The Decision is issued under s. 204(3) of the Labour Code. It allows the employment of young men over the age of 16 years (hereinafter referred to as "young persons") in certain prohibited jobs specified in the Decision of the Council of Ministers of 26 September 1958. Such employment is permitted to the extent necessary for vocational preparation in certain trades related to the maintenance of machinery and equipment, the assembly of engineering equipment and automatic and electronic industrial systems in mining. The permits shall apply to work in underground coal mines and shall not be applicable to work to be carried on continuously. Young persons shall be employed only in training posts under the supervision of vocational teachers or instructors. Young persons may work only 14 days in a month and their hours of work shall not exceed four hours over a period of 24 hours (from the age of 16 to 17 years) and six hours over a period of 24 hours (from the age of 17 to 18 years).]

- 30/IV Order of the Council of Ministers regarding general conditions for the conclusion, expiry and registration of collective labour agreements, and for the conclusion and registration of collective accords to the enterprise level. Text 90. (*ibid.*, 19 May)

[Administrative provisions providing in particular that accords at the enterprise level must be concluded within 12 months of the date on which the relevant collective agreement entered into force. This Order is issued in implementation of the Labour Code (LS 1974—Pol. 1) and Orders No. 23 of 1981 (LS 1981—Pol. 1 and No. 85 of 1985.)

- 30/IV Order of the Council of Ministers regarding the designation of occupations in regard to which collective labour agreements may be concluded. Text 91. (*ibid.*, 19 May)

[The occupations involved are those of journalists, seafarers and persons employed in fishing. This Order is issued in implementation of the Labour Code (LS 1974—Pol. 1) and Orders No. 23 of 1981 (LS 1981—Pol. 1) and No. 85 of 1985.]

- 6/V Decision of the Diet regarding the implementation of legislation on occupational safety and health. Text 126. (*Monitor Polski*, 15 May)

[Declaration of intent and of principles, without concrete executory provisions. Invites the Government to promote the resolution of occupational safety and health problems, taking into account the modernisation of enterprises and the results of research. Stresses the role of co-operation among enterprises and of education in this regard.]

- 20/VII Instructions of the Ministry of Health and Social Welfare regarding the determination of persons having reduced capacity to work who are treated as handicapped persons, and the procedures to follow in the respect. Text 198. (*ibid.*, 20 Aug.)

[Means of application of the Order of the Council of Ministers of 19 July 1985 to such persons; the Order deals with the functioning and development of co-operatives for handicapped and non-sighted persons.]

- 10/VIII Decision No. 117 of the Council of Ministers amending the Decision (No. 23 of 6 February 1984) setting rules for the remuneration of workers employed by social bodies. Text 192. (*ibid.*)

- 17/VIII Order of the Council of Ministers in application of the Act (of 27 September 1973) on pension protection for creative artists and their families. (*Dziennik Ustaw*, 10 Sep.)

[Financial and administrative provisions. Repeals the Order of 29 December 1973 on the same topic.]

**POLAND (cont.)**

7/IX Instruction No. 54 of the Ministry of Labour, Wages and Social Affairs regarding the designation of work performed under arduous conditions or conditions hazardous to health, in computerised units other than enterprises, and regarding the bases for determining wage supplements for such work. (*Dziennik Urzędowy*, 10 Aug.)

[The supplements are set respectively at 400, 600 ou 800 zlotys per month, depending upon the degree of arduousness of the work involved (first category): electronic screens, vibrations, elevated or subnormal temperatures, ultraviolet rays, dust, toxic substances which do not accumulate in the organism; second category: noise, considerable physical effort, reduced ventilation or lighting; third category: underground work or work involving exposure to high-frequency electromagnetic waves).]

18/IX Decision No. 139 of the Council of Ministers regarding the principles for and means of approval of new construction plans or reconstruction plans for places of work or parts thereof, from the viewpoint of their conformity with occupational health and safety requirements. Text No. 219. (*Monitor Polski*, 30 Sep.)

[The file involving any plans of this type must be approved by a plans specialist who has been properly trained in occupational safety and health and in ergonomics. The specialists shall approve the file if it appears to meet the requirements laid down by Polish standards, standards for the branch involved and the general conditions applicable to safety and health. In case of non-approval, the matter may be referred to the state labour inspectorate.]

23/X Act on the determination of the functions of the Ministry of Labour and Social Policy. Text 175. (*Dziennik Ustaw*, 24 Oct.)

[This Act is one of seven Acts, issued on the same date, designed to reorganise various ministries. The Ministry of Labour and Social Policy is to draw up principles of labour policy and their means of implementation, and is concerned with employment, the organisation of work and working conditions, wages and social security. It shall assume the functions of the Ministry of Labour, Wages and Social Affairs. The Social Insurance Institution is subordinate to it.]

23/X Act on the Fund for structural change in industry. Text 182. (*ibid.*, 24 Oct.)

[Under s. 2(6) of this Act, the Fund is given the task of financially contributing to changing occupational safety and health conditions.]

7/XI Notification of the Presiding Officer of the Planning Committee of the Council of Ministers concerning the publication of the consolidated text of the Act of 25 September 1981 on state enterprises. Text 201. (*ibid.*, 20 Nov.)

[In application of the amendment Act of 23 October 1987 (Text 181), this notification includes the list of Acts, also somewhat amended by that Act, which amended the 1981 Act between 1982 and 1987. The consolidated Text of the 1981 Act appears in an appendix. It contains 13 parts, as follows: general provisions; establishment of state enterprises; mixed enterprises; by-laws of enterprises, registration; merger, division and dissolution; organisation; bodies; assets; representation; activities, supervision; winding-up.]

9/XI Act on technical monitoring. Text 202. (*ibid.*, 28 Nov.)

[Within the particular framework of occupational safety, this Act regards inspection, research, training, common usage and international collaboration. It repeals the Act of 31 January 1961 on the same subject.]

9/XI Order of the Council of Ministers regarding worker's right to social security and the contributions owing for this purpose. Text 211. (*ibid.*, 10 Dec.)

[Administrative and financial provisions which in particular repeal those of the Order of 17 December 1975 in regard to the payment of social security contributions, and of the Order of 22 December 1982 on the basis for calculating social security contributions.]

**PORTUGAL**

5/I Regulatory Decree No. 2 granting the right to protection in cases of sickness, tuberculosis, maternity, paternity and adoption to self-employed workers covered by sections 13 and 14 of Legislative Decree No. 8 of 18 January 1982. (*Diário da República*, 5 Jan.)

[Legislative Decree No. 8 of 1982 recast the social security scheme for self-employed workers, setting up a benefits plan identical to that provided by the general system for workers employed by others.]

**PORTUGAL (cont.)**

- 17/II Legislative Decree No. 78 approving the Code of Criminal Procedure. (ibid., 17 Feb. and 16 May)

[Repeals the Code of Criminal Procedure approved by Legislative Decree No. 16489 of 15 February 1929.]

- 2/III Regulatory Decision No. 36 to issue standards for drawing up schedules of working hours under Chapter IX of Legislative Decree No. 409 of 27 September 1971, which issued new regulations on hours of work. (ibid., 4 Apr.)

[The above-cited Legislative Decree was published in the Legislative Series as LS 1971—Por. 1. This text repeals the Ministerial Decision of 20 December 1971.]

- 31/III Legislative Decree No. 156 instituting, in the realm of the non-contributory social security scheme, a cash benefit entitled “allowances for young persons to become economically active” for young persons seeking their first job. (ibid., 31 Mar.)

[This benefit supplements the income of the persons concerned when they become employed. The beneficiaries are young persons of between 18 and 25 years of age who have been registered with employment centres as seeking employment for at least 12 months, who are able to work, who are not entitled to unemployment benefits and who meet other requirements.]

- 8/IV Regulatory Decision No. 44 providing that the National Fund for occupational illness insurance shall offer protection to self-employed workers who are suffering from occupational diseases. (ibid., 28 Apr.)

[Protection for self-employed workers who are not entitled to compensation by virtue of working for someone else, those who are owners of small enterprises, those who lack economic resources, and those who ceased engaging in occupational activities before 1 October 1981.]

- 23/IV Decree to set standards for the implementation and application of the text on cash benefits, entitled “allowances for young persons to become economically active”, for young persons seeking their first job. (ibid., 23 Apr.)

[Conditions applicable to seeking the allowance, its suspension, its non-cumulative nature, its replacement, etc.]

- 16/V Legislative Decree No. 203/87 repealing various legislation provisions which set limits on the monthly amount drawn as retirement or invalidity or other types of pensions relative to the cessation of work (ibid., 16 May)

[The texts repealed are Legislative Decree No. 410 of 5 September 1974 and Legislative Decree No. 607 of 12 November 1974.]

- 28/V Decision No. 449 of the Ministry of Finance and the Ministry of Labour and Social Security to issue regulations on training for career advancement by technical and professional staff in the General Labour Inspectorate. (ibid., 28 May)

- 1/VI Act No. 17 on the entry into force of the Code of Criminal Procedure. (ibid., 1 June)

- 3/VI Legislative Decree No. 224 to establish standards regarding the prevention of serious accidents which may be caused by certain industrial activities and the limitation of their consequences for humankind and the environment. (ibid., 3 June)

[In particular, sets up the Technical Authority on Serious Industrial Hazards, which is charged with the observance of this Legislative Decree and other provisions on this subject. The text contains six appendices relating in particular to the industrial establishments to which it applies and list of hazardous substances. Adopted within the framework of Directive No. 82/501/EEC of the European Communities.]

- 5/VI Legislative Decree No. 225 governing the granting of special incentives to unemployed workers living in areas of high unemployment who find a permanent job in other areas of the country and who for this reason must change their place of residence. (ibid., 5 June)

[Provides for various allowances for the persons described above, to wit allowances for moving, setting up housekeeping and residence, as well as incentives of a non-monetary nature (right of either spouse's children to change schools, enrol, etc.).]

- 5/VI Ministerial Decision No. 477 approving the Regulations governing the special social security fund for journalists. (ibid.)

- 17/VI Regulatory Decree No. 36 governing the granting and calculation of sickness benefits in the general social security scheme. (ibid., 17 June)

**PORTUGAL (cont.)**

[Governs the granting of sickness benefits to persons in domestic service and self-employed persons. Amends ss. 33 and 48 of Decree No. 45266 of 23 September 1963, s. 6 of Regulatory Decree No. 43 of 22 July 1982 (domestic service staff) and s. 4 (1) of Regulatory Decree No. 18 of 28 February 1983 (self-employed persons) accordingly. In addition, repeals Decision No. 249 of 17 November 1982.]

24/VI Legislative Decree No. 251 approving general regulations on noise. (ibid., 24 June)

[Subdivision IV of Ch. III deals with industrial, commercial and service buildings; subdivision III of Ch. IV addresses noise at the workplace (s. 16) and contains provisions on personal protection (s. 17). Ch. IX covers penalties.]

30/VI Legislative Decree No. 263 redrafting ss. 11, 13 and 14 of Legislative Decree No. 140-A of 14 June 1986 (system of special accounts for emigrants). (ibid., 30 June)

17/VII Legislative Decree No. 280-A/87 providing for measures regarding notification in relation to chemical substances and the classification, packaging and labelling of hazardous substances. (ibid., 17 July)

[Sets forth rules regarding the matters listed in the title, i.e. notification in relation to any substance which is placed on the market or contained in a preparation and the classification, packaging and labelling of substances which pose hazards to human beings or the environment when placed on the market. Indicating the classification of the hazards presented and the procedure for determining the extent of the hazard and sets forth detailed measures in relation to notification.]

4/VIII Legislative Decree No. 301 to institute a tax incentive for the creation of jobs in areas affected by a particularly high level of unemployment. (ibid., 4 Aug.)

18/VIII Act No. 35 on social unemployment subsidies for young persons seeking their first job. (ibid., 18 Aug.)

[The subsidies are available to young jobseekers of between 18 and 25 years of age who meet the conditions of, in particular, having been registered for at least three months at an employment centre and never having worked or having worked fewer than 180 days during the 360 days preceding their unemployment. The Act repeals Legislative Decree No. 156 of 31 March 1987.]

27/VIII Ministerial Ordinance No. 737 approving regulatory standards for apprenticeship in occupations in the construction sector. (ibid., 27 Aug.)

[Provides in particular that working hours for apprentices may not exceed eight hours per day and 40 hours per week, and must fall between 8 a.m. and 8 p.m.]

23/XII Basic Act No. 38/87 on the courts. (ibid., 23 Dec.)

[This Basic Act contains 11 chapters, in particular Ch. II on the organisation and jurisdiction of the courts and Ch. III on the Supreme Court. Subdivision IV of Division III of Ch. IV deals with labour courts and its Subdivision VIII deals with admiralty courts.]

**Autonomous region of the Azores**

19/V Regional Legislative Decree No. 11/87/A approving the structure of the social security system. (ibid., 26 June)

**Macau**

13/I Legislative Decree No. 1/87/M to approve the rules governing the Macau Pension Fund. (*Boletim Oficial de Macau*, 13 Jan.)

27/VI Legislative Decree No. 47/87/M redrafting s. 8 of Legislative Decree No. 115/85/M of 31 December 1985 (rules governing retirement and survivorship). (ibid., 6 July)

23/XII Basic Act No. 38 on the court system. (ibid., 14 Mar.)

[Sections 64 to 67 deal with labour courts.]

**SAINT LUCIA**

21/I Teachers Pensions Ordinance (Amendment) Act 1986. No. 26.

[Amends the Teachers Pensions Ordinance (Chap. 71) by substituting the word "sixty" for the words "fifty-five" in s. 4(4)(b) and by setting the age of compulsory retirement at the age of 60 years or, in special cases, 50 years (s. 8).]

**SAINT LUCIA (cont.)**

24/XII Pesticide Control (Labelling of Pesticides) Regulations 1987. S.I. No. 70. (*Saint Lucia Gazette*, 24 Dec.)

[Inter alia, require instructions for users and specific information on workers' re-entry into a field of treated crops.]

**SAINT VINCENT AND THE GRENADINES**

5/I Fisheries Regulations 1987. (*Government Gazette*, Supplement, 20 Jan.)

[Issued under the Fisheries Act (No. 8 of 1986).]

27/II Fisheries Regulations (Rectification of Errors) Order 1987. (*ibid.*, 10 Mar.)

[Issued under the Fisheries Act (No. 8 of 1986).]

8/IX Age of Majority Act 1987. No. 13. (*ibid.*, 15 Sep.)

[Reduces the age of majority from 21 to 18 years of age.]

**SAN MARINO**

28/V Decree No. 63 of 28 May 1986 concerning the weekly closing hours for commercial establishments. (*Bollettino ufficiale*, 31 May)

[Concerns compulsory closing hours and closing on public holidays for various types of commercial activity.]

**SENEGAL**

2/I Act No. 87-02 promulgating the Code of Civil Aviation. (*Journal officiel*, 28 Feb.)

[Books IV and V contain in particular provisions regarding the categories of flight personnel, working hours, aeronautical training and assistance to young persons. Repeals Act No. 63-19 of 5 February 1963 which had promulgated an earlier Code of Civil Aviation.]

18/II Decree No. 87-204 of 18 February 1987 repealing and replacing s. 35 of Decree No. 74-347 of 12 April 1974 to lay down special rules for state employees other than civil servants. (*ibid.*, 20 June)

[Institutes a Joint Disciplinary Council, which must be consulted before any termination of employment.]

21/VII Decree No. 87-955 of 21 July 1987 prescribing the rules for the organisation and functioning of the National Office of Vocational Training. (*ibid.*, 1 Aug.)

29/VII Act No. 87-20 amending certain provisions of the Labour Code [LS 1962—Sen. 2B (extracts)].

[This Act amends ss. 35, 193, 195, 199, 249 and 250 of the Labour Code, concerning in particular the conclusion and renewal of fixed-term contracts (s. 35 as amended) and the duties to make notification of a worker's engagement and to set up a personnel file (s. 193 as amended). The Act also institutes an employment service (s. 195) and sets forth its role and duties (ss. 195 and 199 as amended). New s. 250 calls for penalties in case of infringement of the provisions of s. 199.]

3/VIII Act No. 87-18 of 3 August 1987 containing staff rules for general inspectors for the State. (*Journal officiel*, 8 Aug.)

[Codifies and amends existing texts. Contains in particular provisions on duties (s. 3), recruitment (ss. 5 and 6), advancement (s. 7 and 8) and discipline (ss. 9 and 10).]

18/VIII Labour Code, as amended to 18 August 1987. [LS 1987—Sen. 1]. (*ibid.*, 12 Sep.)

[This Act recasts the provisions of the Labour Code [LS 1962—Sen. 2B . . . 1980—Sen. 1A] concerning occupational safety and health. Every employer covered by the Code is required to ensure that the workplace, machinery, materials, substances and work processes under his or her control do not pose any risk to the health and safety of workers (s. 160), to file annual health and safety reports (s. 161B) and to set up an occupational safety service (s. 163D) and an occupational medicine service (s. 163E). In addition, workers must be given information on occupational hazard prevention and basic training on health and safety (s. 161A). The Act also, inter alia, calls for regular workplace inspection (ss. 160B, 160D and 162) and medical

**SENEGAL (cont.)**

surveillance of workers (s. 161). It establishes a technical advisory committee on health and safety in the Ministry of Labour and Social Security and provides for further decrees to be issued (ss. 158A and 158B). The Act adds a new subsection (*p*) to section 249 of the Code concerning penalties in relation to an employer's failure to provide an occupational medicine service.]

- 18/VIII Act No. 87-27 of 18 August 1987 promulgating the Maritime Fishing Code. (*ibid.*, 22 Aug.)

[The Code determines the fishing zone under Senegalese jurisdiction (Title I). It also prescribes the conditions applicable to the parcelling out of the zone and its exploitation by fishing boats and vessels (Title II). It specifies the conditions for exercising fishing rights in the zone covered by the Act (Title III) as well as the means for conducting research and for dealing with infringements (boarding a vessel, verification, inquiry, suits and prosecution, penalties (Title IV)).]

- 18/VIII Decree No. 87-1042 of 18 August 1987 issued in application of the Maritime Fishing Code and regarding fishing licences. (*ibid.*, 22 Aug.)

[Prescribes various fees for, procedures for obtaining and length of validity of, fishing licences.]

- 17/XI Decree No. 87-1403 of 17 November 1987 establishing a National Employment Fund. (*ibid.*, 21 Nov.)

[The Decree specifies the beneficiaries of the new Fund (s. 3) and its organisation and functioning (ss. 4-14). It also sets forth the procedure for examining and approving requests for financing received by the Fund (ss. 15 and 16). It repeals Decree No. 86-1015 of 19 August 1986 establishing a special fund for re-entry into the labour force.]

- 17/XI Decree No. 87-1404 of 17 November 1987 regarding the powers of the Commission on Employment and Entry and Re-entry into the Labour Force. (*ibid.*)

**SEYCHELLES**

- 31/III Licences (Vessels) Regulations 1987. S.I. No. 31. (*Official Gazette*, 31 Mar.)

[Contain requirements in relation to manning, crew agreements and registered harbour mechanics and boatmen. A ferry or trade vessel, as defined in the Regulations, may not be navigated by anyone who does not hold a certificate of competency (s. 5(b)(v)).]

- 31/III Licences (Services) Regulations 1987. S.I. No. 33. (*ibid.*)

[Sets forth the requirements, including minimum age, for a licence applicable to a series of occupations (baker, carpenter, dressmaker, mason, mechanic, etc.).]

- 17/XI Nurses and Midwives (Composition of Council) Regulations 1987. S.I. No. 79 of 1987. (*ibid.*, 23 Nov.)

[Reduces the number of nurses on the Council from two to one.]

- 30/XII Wages Regulations 1987. S.I. 88. (*ibid.*, 1 Jan. 1988)

[Fixes statutory minimum wages under the Employment Act 1985 (LS 1985—Sey. 1).]

- 31/XII National Youth Service (Amendment) Act 1987. No. 16. (*ibid.*, 4 Jan. 1988)

[Miscellaneous amendments to the National Youth Service Act 1980 (No. 33).]

- 31/XII Social Security Act 1987. No. 11. (*ibid.*, 1 Jan. 1988)

[This Act revises and consolidates the law relating to social security; it repeals the Social Security Decree 1979. Definitions are contained in Part I, and the persons who are liable to pay contributions or entitled to benefits are indicated in Part II. Part III sets forth the description of benefits provided (sickness, maternity, employment injury, invalidity, disablement, survivor's, funeral, dependant's, orphan's and abandoned child's benefits, as well as retirement pensions) and the conditions for receiving them. Parts IV to VIII deal respectively with the determination of claims, administration and finance, collection and recovery, offences and penalties, and miscellaneous. The Act provides for the establishment of the Social Security Fund, which is subject to inspection (ss. 26-29), and a medical board (s. 30 and attached Schedule).]

- 31/XII Social Security (Benefits) Regulations 1987. S.I. 92. (*ibid.*, 1 Jan. 1988; errata, *ibid.*, 11 Jan. 1988)

**SEYCHELLES (cont.)**

[The Regulations lay down the detailed conditions applicable to the receipt of benefits in respect of sickness, maternity, employment injury, invalidity, disablement, survivorship, dependency, orphan or abandoned child status, as well as retirement pensions. An attached Schedule lists benefit rates under the Social Security Act 1987 (No. 11).]

- 31/XII Co-operatives Act 1987. No. 15. (ibid., 4 Jan. and 1 Feb. 1988)

[This Act provides for establishment of co-operatives as bodies corporate by order of the Minister. It sets forth the criteria for membership in a co-operative (s. 4) and lists the assets it may hold (s. 5). Part II of the Act governs co-operatives' management committees. A Co-operative Fund, which may grant loans to co-operatives, is established under Part III. The Act also contains provisions on the rights of survivors of deceased members, removal of members, the settlement of disputes and dissolution of co-operatives. The Co-operatives Societies Act (Cap. 230) is repealed. Effective date: 1 Feb. 1988.]

- 31/XII Social Security (Registration) Regulations 1987. S.I. No. 89. (ibid., 1 Jan. 1988)

[Provide for registration of employers under the Social Security Act 1987 (No. 11).]

- 31/XII Social Security (Contributions) Regulations 1987. S.I. No. 90. (ibid.)

[Set forth principles for fixing contribution rates under the Social Security Act 1987 (No. 11).]

- 31/XII Social Security (Medical Certificates) Regulations 1987. S.I. No. 91. (ibid.; errata: ibid., 11 Jan. 1988)

[Set forth criteria for medical certificates required under the Social Security Act 1987 (No. 11) and contain model forms.]

- 31/XII Social Security (Retirement Age) Regulations 1987. S.I. No. 93. (ibid., 1 Jan. 1988)

[The retirement age for purposes of the Social Security Act 1987 (No. 11) is fixed at 63 years.]

**SINGAPORE**

- 14/II Central Provident Fund (Amendment) Act 1987. (*Government Gazette*, 27 Feb.)

[Amends ss. 2, 11A, 12, 13(1), and 45(1) of, and inserts new ss. 12C, 12D and 14A in, the Central Provident Fund Act (Chap. 121, Revised Edition). The amendments deal in particular with rights to withdraw sums from the Fund at ages 55 and 60 and in cases where the member is suffering from a terminal illness and disease, as well as with financial aspects of the Fund.]

- 14/II The Copyright Act 1987. No. 2. (ibid.)

- 30/III The Singapore Port (Amendment) Regulations 1987. No. S 94. (ibid., 3 Apr.)

[Amends the principal regulations of 1977 in various respects, particularly by requiring the owner, agent, master or person in charge of a vessel to ensure that it is sufficiently and efficiently manned (s. 6 of the amendment).]

- 30/III The Port of Singapore Authority (Harbour Craft Manning Licence Examination) Regulations 1987. No. S 97. (ibid.)

[Minimum requirements (age, experience) for licences. Issued under the Port of Singapore Authority Act (Ch. 236).]

- 30/III The Port of Singapore Authority (Harbour Craft) (Amendment) Regulations 1987. No. S 98. (ibid.)

[Various amendments to the principal regulations of 1974, in particular by providing that the owner, master or person in charge of every harbour craft shall cause it to be provided with officers duly licensed under the Port of Singapore Authority (Harbour Craft Manning License Examination) Regulations 1987. The Fifth Schedule contains minimum manning requirements.]

- 1/IV Companies (Amendment) Act 1987. No. 13. (ibid., 30 Apr.)

[Various amendments, in particular regarding treatment of wages or salary in relationship to the winding up of a company (amendment of s. 328).]

- 7/V Companies (Amendment) Act (Commencement) Notification 1987. No. S 137. (ibid., 11 May)

[Provides that the Companies (Amendment) Act 1987 shall come into operation on 15 May 1987.]



**SINGAPORE (cont.)****7/V Companies Regulations 1987. No. S 138. (ibid., 11 May)**

[Replace the Companies Regulations 1984 (GN No. S 214/87). Provide, inter alia, that the Committee of Creditors of a company shall include an employee of the company or a trade union to represent employees (s. 84).]

**20/V Environmental Public Health Act 1987. No. 14. (ibid., 19 June)**

[Inter alia, contains provisions on noise and sanitary conveniences in work premises (ss. 48 and 57) and on offensive trades (ss. 65–68 and list in Second Schedule). Entry into force 1 July 1987 (Notification No. 5176 (*Government Gazette*, Subsidiary Legislation Supplement, 26 June 1987, No. 29, p. 971).]

**1/VI The Central Provident Fund (Permanent Resident-Employees) Regulations 1987. No. S 160. (Ibid., 5 June)**

[Provisions regarding contributions of employers and employees.]

**15/XII Central Provident Fund (Amendment No. 2) Act 1987. No. 30. (ibid., 24 Dec.)**

[Amends the Central Provident Fund Act (Ch. 36 of 1985 revised edition) in various respects (protection of home in case of death, premium, period of cover). Provides, in new s. 25A, that “(1) No person shall be entitled to join the scheme unless the Board is satisfied that he is in good health at the time he joins the Scheme.”]

**SOUTH AFRICA****20/II Department of Manpower Notice 104 of 1987: General Administrative Regulations—List of High-risk Substances—Addition. (*Government Gazette*, 20 Feb.)**

[Adds methylene chloride to the list of substances contained in the Schedule to the Regulations published in Government Notice R. 2206 of 5 October 1984 under the Machinery and Occupational Safety Act 1983.]

**11/III Advanced Technical Education Amendment Act (House of Delegates) 1987. No. 8. (ibid., 11 Mar.; errata: ibid., 15 May)**

[Amends the Indians Advanced Technical Education Act 1968.]

**20/III South African Transport Service Pension Regulations. Schedule of Amendment. No. R. 572. (ibid., 20 Mar.)**

[Amend Regulation 37 of the Pension Regulations for Non-Whites in regard to a claim by an illegitimate child.]

**10/IV Department of Manpower Notice No. R. 745 on the incorporation of a safety standard in the Asbestos Regulations 1987. (ibid., 10 Apr.)**

[Incorporates a standard regarding the measurement of airborne asbestos fibre concentration.]

**10/IV South African Transport Services Notice No. R. 748. Pension Regulations. Schedule of Amendment. (ibid.)**

[Amend Regulation 31 of the Pension Regulations for Non-Whites in regard to retirement due to inefficiency, mutual consent or reduction in reorganisation of personnel. Issued under the Railways and Harbours Pensions for Non-Whites Act 1974 (No. 43).]

**10/IV Asbestos Regulations 1987. Department of Manpower Notice No. R. 773. (ibid.)**

[Issued under the Machinery and Occupational Safety Act 1983 (Act No. 6), these Regulations in general apply to all employers who use or process asbestos in raw mineral form and those who process materials containing asbestos (s. 2). The Regulations provide for notification to workers, a limitation on exposure to asbestos, education and training, maintenance of an exposure record, control of asbestos dust, provision of personal protective equipment and so forth. Infractions are subject to monetary penalties or imprisonment for up to six months, both of which may be extended in case of continuing offences.]

**29/V Pension Regulations. Schedule of Amendment No. R. 1156. (ibid., 29 May).**

[Amend Regulation 37 of the Pension Regulations for Non-Whites, issued under the Railways and Harbours Pensions for Non-Whites Act 1974 (No. 43), as to when and how benefits from the pension fund are payable to a deceased member's relative or representative.]

**SOUTH AFRICA (cont.)**

- 5/VI Government Notice No. 1240: Re-establishment of Regional Welfare Boards. (ibid., 5 June)

[Establishes a regional welfare board for each region established under Government Notice No. 1239 of 5 June 1987 (ibid.), pursuant to the National Welfare Act 1978.]

- 11/VI Proclamation No. R. 95, 1987: Declaration of a state of emergency. (ibid., 11 June)

[Extends the state emergency declared under the Public Safety Act 1953.]

- 11/VI Proclamation No. R. 97, 1987. Regulations under the Public Safety Act 1953. (ibid.)

[Inter alia, the Regulations define "subversive statement" as meaning a statement which encourages members of the public to take part in specified boycott actions, "to stay away from work or to strike in contravention of the provisions of any law, or to support any such stayaway action or strike . . ."]

- 12/VI Government Notice No. R. 1286: Amendment of Regulations under the Coloured Persons Education Act 1963 (No. 47). (ibid., 12 June)

[Substitutes a new Ch. W (registration of private schools and private vocational schools and grants-in-aid to private schools) in the Regulations promulgated by Government Notice No. R. 1898 of 21 November 1963.]

- 8/VII Constitutional Laws Amendment Act 1987. No. 32. (ibid., 8 July)

[This Act amends a variety of Acts, in particular the following: the Black Administration Act 1927 (regulating the legal capacity of Black women in relation to the acquisition of ownership), the Promotion of Black Self-Government Act 1959 (appointment of representatives and other matters; repeal of the power to make regulations), the Black Affairs Act 1959 (abolishing certain Black councils), the National States Constitution Act 1971 (providing that the State President may withhold assent in respect of a Bill of a legislative assembly), the Black Local Authorities Act 1982 (extending the power to make regulations), the Black Communities Development Act 1984 (same) and the Local Government Training Act 1985, inter alia.]

- 10/VII Regulation governing the conveyance of hazardous substances by road tanker. Amendment. Government Notice No. R. 1462. (ibid., 10 July)

[Amends the Regulations published by Government Notice R. 73 of 11 January 1985, as amended, in relation to the duties of a carrier, including a required medical certificate. Issued under the Hazardous Substances Act 1973 (No. 15).]

- 2/IX Unemployment Insurance Amendment Act 1987. No. 36. (ibid., 2 Sep.)

[Amends the Unemployment Insurance Act 1966 in various respects, including the definition of "contributor". Contains provisions on payment of benefits to persons who are undergoing training and to women contributors who are pregnant, etc. Entry into force 1 January 1988 (Proclamation No. 155 of 30 October 1987, *Government Gazette* No. 11013, p. 1).]

- 2/IX Mines and Works Amendment Act 1987. No. 38. (ibid.)

[Amends the Mines and Works Act 1956 in relation to the regulatory powers of the Minister. In particular, refers to requirements for certification of competency with a view to safety and health at mines or works ("provided that no distinction shall be made on the basis of race or colour" (new s. 12(nA)) and the permissible number of hours or shifts which employees with a view to safety and health may work. Adds a new subsection (2) to section 12 stating that the Minister shall consult with any employees' or employers' organisation which in the Minister's opinion has an interest in the composition of certain committees.]

- 2/IX Workmen's Compensation Amendment Act 1987. No. 35. (ibid.)

[Amends the Workmen's Compensation Act (LS 1941—SA 2 . . . 1956—SA 3A) by providing for increases in monthly pension (by 25 per cent in the case of some accidents), higher amounts payable in case of disablement or death, etc.]

- 3/IX Proclamation No. R. 151 of 1987 [Province of] Natal Code of Zulu Law. (ibid., 3 Sep.)

[Issued under the Black Administration Act 1927 (No. 38), this Proclamation amends the province of Natal Code of Zulu Law. The Code deals with a variety of matters, including tribal boundaries, marriage and family, medicine men, herbalists and midwives. In the section on civil procedure, s. 107(1) provides: "Black females shall not be deemed or treated in any way as property or chattels, notwithstanding any rights of action which may be connected with or arise out of customary marriages entered into by them."]

**SOUTH AFRICA (cont.)****4/IX Nuclear Energy Amendment Act 1987. No. 43. (ibid., 4 Sep.)**

[Amends the Nuclear Energy Act 1982 in various respects, in particular by extending the powers of inspectors in connection with the furnishing of information.]

**9/IX Nursing Amendment Act 1987. No. 56. (ibid., 23 Sep.)**

[Amends s. 45A of the Nursing Act 1978 in regard to conclusion of agreements with what are designated in the Act as "self-governing territories".]

**11/IX Government Notice No. R. 1948. Training Scheme for the Building Industry. (ibid., 11 Sep.)**

[Issued under the Manpower Training Act 1981; inter alia, governs administration of the Building Industry Training Fund.]

**21/IX Government Notice No. R. 2121. Regulations under the Government Service Pension Act, 1973. Amendment. (ibid., 21 Sep.)**

[Contains a formula calculating pensionable service.]

**21/IX Government Notice No. R. 2122. Regulations under the Associated Institutions Pension Fund Act, 1963. Amendment. (ibid., 21 Sep.)**

[Contains a formula for calculating pensionable service.]

**21/IX Government Notice No. R. 2123. Regulations under the Temporary Employees Pension Fund Act, 1979. Amendment. (ibid.)**

[Contains a formula for calculating pensionable service.]

**23/IX Transport Advisory Council Act 1987. No. 58. (ibid., 23 Sep.)**

[Establishes the Council and determines its functions and duties, which include conferring with associations concerned with the transport industry (s. 10).]

**30/IX Temporary Removal of Restrictions on Economic Activities Amendment Act 1987. No. 72. (ibid., 30 Sep.)**

[Amends ss. 1 and 2 of, and the Second Schedule to, the Temporary Removal of Restrictions on Economic Activities Act 1986 (No. 87) and gives it that new title.]

**9/X Government Notice No. R. 2272. Wage Determination 449. Stonecrushing Industry, Republic of South Africa. (ibid. 9 Oct.)**

[Issued under the Wage Act 1957 (LS 1957—SA 1). In addition to wage scales, contains provisions on means of payment, overtime, annual leave, sick leave, piece work, the prohibition of employment of any person under the age of 15 years or of a woman four weeks before or eight weeks after confinement, and termination of a contract of employment. Supersedes Government Notice No. R. 1817 of 4 September 1981, as amended.]

**14/X Co-operatives Amendment Act 1987. No. 80. (ibid., 14 Oct.)**

[Amends the Co-operatives Act 1981 (No. 91), as amended, in various respects, particularly regarding the marketing of agricultural products, membership in co-operatives and their internal government and purposes.]

**16/X Pension Laws Amendment Act 1987. No. 88. (ibid., 16 Oct.)**

[Inter alia, increase by 10 per cent certain benefits and special awards payable under the Occupational Diseases in Mines and Works Act 1973, as amended.]

**16/X South African Transport Services Amendment Act 1987. No. 91. (ibid.)**

[Amends s. 26 of the Conditions of Employment (South African Transport Services) Act 1983 so as to provide for steps which may be taken by the General Manager in case of an illegal strike (including termination of an employee's service) and inserts s. 32A in that Act for the purpose of achieving parity in service conditions for employees of all races. Also amends s. 1 and repeals s. 16 of the Railway and Harbours Pensions for Non-Whites Act 1974 for the purposes of having parity in pension benefits for all races. In addition, amends ss. 4 and 9 of the South African Transport Service Act 1981 regarding other functions.]

**16/X Security Officers Act 1987. No. 92. (ibid.)**

[Provides for the establishment of the Security Officers' Board to deal with (and exercise control over the occupation of security officer.)]

**SOUTH AFRICA (cont.)**

- 16/X Government Notice No. R. 2281: Environmental Regulations for Workplaces. (ibid.)

[Issued under the Machinery and Occupational Safety Act 1983 (No. 6), these Regulations cover thermal conditions, ventilation, noise, housekeeping, precautions against flooding and fire, lighting, and offences and penalties. They revoke specified portions of Regulations published in Government Notices Nos. R. 929 of 28 June 1963 and R. 1934 of 13 December 1963, both as amended.]

- 16/X Government Notice No. R. 2355: Personnel Regulations. Schedule of Amendments. (ibid.)

[Amends the Personnel Regulations for the South African Transport Services regarding the employment status (temporary, permanent, etc.) of Coloured, Indian and Black employees. Also concerns their right to appeal disciplinary charges.]

- 23/X Community Welfare Act (House of Representatives) 1987. No. 104. (ibid.)

[Provides for the establishment of a Community Welfare Advisory Council and regional welfare boards and related committees, and defines their powers and functions (e.g. determining welfare needs and drawing up a programme). Also empowers the Minister of Health Services and Welfare (House of Representatives) to make regulations in respect of private hospitals, nursing homes, maternity homes and places where other medical or surgical activities are performed.]

- 23/X Education Laws (Education and Training) Amendment 1987. No. 95. (ibid., 23 Oct.)

[Amends a series of Acts, including (1) the Education and Training Act 1979 to insert new definitions and provide for the establishment of schools of industry and reform schools, inter alia, and (2) the Technikons (Education and Training) Act 1981, so as to provide for post-school education at Technikons.]

- 23/X Unemployment Insurance Second Amendment Act 1987. No. 102. (ibid.)

[Amends ss. 34 and 35 of the Unemployment Insurance Act 1966 (No. 30) in regard to unemployed contributors' entitlement to benefits. Provides that applications for benefits shall lapse if the contributors concerned fail to report at certain places and times.]

- 30/X Government Notice No. R. 2421. Amendment of Wage Determination 438. Unskilled Labour, Certain Areas. (ibid., 30 Oct.)

[Amends provisions on the minimum wage, setting forth circumstances in which rates lower than the minimum wage may be paid. Issued under the Wage Act 1957 (LS 1957—SA 1).]

- 20/XI Government Notice No. R. 2550. Memorandum of Agreement relating to conditions contemplated in section 21 of the Machinery and Occupational Safety Act, 1983 (Act No. 6 of 1983). (ibid., 20 Nov.)

[Publishes a form to use in designating an employee as an inspector under the Machinery and Occupational Safety Act 1983, including an indication of the extent of salary reimbursement to be paid by the Government.]

- 20/XI Government Notice R. 2607. Amendment of Regulations under the Coloured Persons Education Act 1963. (ibid.)

[Amends the Regulations published in Government Notice R. 1898 of 21 November 1963, as amended, in relation to study bursaries and loans for training and educational purposes.]

- 27/XI Government Notice No. R. 2615. Wage Determination 451. Glass and Glassware Industry, Republic of South Africa. (ibid., 27 Nov.)

[In addition to wages, governs working hours and overtime, holidays, annual leave, sick leave and termination of contracts of employment (inter alia); prohibits employment of any person under the age of 15 or any woman four weeks prior to or eight weeks following confinement.]

- 4/XII Government Notice No. R. 2650. National Manpower Training Committee for the Mining Industry. Designation of Trades and Prescription of Conditions of Apprenticeship. (ibid., 4 Dec.)

[Sets forth the trades to which the Manpower Training Act 1981 applies for the mining industry. Contains provisions on qualifications for apprenticeship, period of apprenticeship, technical studies, underground work, pension fund and training courses.]

**SOUTH AFRICA (cont.)**

- 31/XII Government Notice No. R. 2876; Technikons (National Education) Act 1967, Regulations. (*ibid.*, 31 Dec.)

[Inter alia, sets conditions of service, annual leave, etc., for employees of technical education institutes.]

**SPAIN**

- 7/I Order to set additional standards for the regulations on work involving asbestos hazards. (*Boletín Oficial del Estado*, 15 Jan.)

[Involves additional standards for the regulations on work involving asbestos hazards, approved in an Order of 31 October 1984. Falling within the scope of this Order are operations and activities in which workers are or may be exposed to dust containing asbestos fibres which has been generated by handling materials composed in part of asbestos in buildings, structures, devices or installations. In particular, this involves demolition of buildings, dismantling of vessels, building maintenance and repair, and installations or units in which the risk of releasing asbestos fibres is present.]

- 9/II Order No. 3908 to issue rules for the national plan for vocational training and integration into working life and for vocational training courses to be given by centres co-operating with the National Employment Institute. (*ibid.*, 13 Feb.)

[Under this Order the national plan for vocational training and integration into working life shall be implemented by means of the following programmes: vocational training programme for youth and the long-term unemployed; programmes for integration into working life by means of internship contracts; reschooling programmes for young people not having completed basic general education; alternative instructional programmes for students in the second phase of vocational training and training programmes for young persons having completed military service; vocational training programmes in rural areas and in sectors or enterprises undergoing structural readjustment, and vocational training programmes for employed persons, independent persons, handicapped persons, emigrants and others not covered by the above-listed programmes. The Order fixes the characteristics and conditions of each of the above-mentioned programmes and issues common standards for all programmes under the national plan for vocational training and integration into working life. It also contains provisions on the approval of co-operating centres. It provides that the cost of vocational training courses in co-operating centres shall be covered by the National Employment Institute and that the courses shall be financed by subsidies to compensate the centres for the expenses incurred therein. The Order of 20 February 1986, amending certain sections of the Order of 31 July 1985 on the implementation of a decision of the Council of Ministers approving the bases for the national plan on vocational training and integration into working life and governing the courses to be given by centres co-operating with the National Employment Institute, is repealed.]

- 13/II Royal Decree No. 219 on development and structural adjustment in the fishing and agriculture sectors. (*ibid.*, 20 Feb.)

[Deals with the building of fishing vessels and their modernising and reconversion, the development of aquaculture, reconditioning the coastal area, experimental fishing, cessation of fishing activities, temporary associations of enterprises, equipment in fishing ports, etc., in accordance with EEC Council Regulation 4028/1986.]

- 27/II Royal Decree No. 365 approving regulations on the functioning of the General Council on Vocational Training (*ibid.*, 14 Mar.)

[Issued under the Act of 1 January 1986 establishing the General Council on Vocational Training. The Regulations appear in an appendix to the Royal Decree.]

- 6/III Royal Decree No. 341 to amend Royal Decree No. 335 of 8 February 1984, to issue rules governing employment promotion funds. (*ibid.*, 10 Mar.)

[Provides in particular that the employment promotion funds for various sectors shall co-ordinate their action in regard to placement and industrial retraining under the conditions and in accordance with the criteria set by the Ministry of Labour and Social Security. Also provides that the incorporation of redundant workers in employment promotion funds shall be voluntary. Upon acceptance, the worker shall be bound by the conditions set forth in this Royal Decree and in the rules governing the fund. A worker may stay in the fund for a maximum of three years, with the possibility of extending the period by two years for those who have reached age 55 on the date of their joining the fund and who have chosen early retirement.]

**SPAIN (cont.)**

- 13/III Royal Decree No. 371 to approve the Regulations to implement Royal Legislative Decree No. 2 of 23 May 1986, concerning loading and unloading ships. (*ibid.*, 16 Mar.)

[The Regulations appear in an appendix. They provide that the activities of loading and unloading ships in port constitute an essential public service of a state nature. Work involving taking on cargo, unloading cargo, loading, unloading and transfer of merchandise which is involved in maritime transport on ships and within the port area is considered to be activities included within that definition. Title II of the Regulations deals with the management of public services, Title III with state companies, Title IV with the placement and engagement of port workers and Title V with the special labour relations of dockers.]

- 2/IV General Act No. 3 on co-operatives. (*ibid.*, 8 Apr.)

[This Act consists of three Titles. Title I (co-operative societies) deals, *inter alia*, in its Chap. XII with co-operatives for performing work, consumers and users, housing, agriculture, community land use, services, uses of the sea, persons engaged in transport, insurance, sanitary facilities, instruction, education and credit. Title II (co-operatives and the public administration) and Title III (associations of co-operatives) provide that co-operative societies may, for purposes of the defence and promotion of their interests, freely form unions, federations and confederations of co-operatives, without prejudice to the possibility of availing themselves of other types of associations. In Chap. II of Title III, the Central Council of the Co-operative Movement is established as a consultative and advisory body to the Central Administration of the State for all activities related to the co-operative movement. This Council is to have jurisdiction both to conciliate and to arbitrate on the basis of law and equity, conflicts which may arise between co-operative societies or between them and their members or associates. The Act repeals General Act No. 52 of 19 December 1974, as well as the regulations issued under it, which were approved by Royal Decree No. 2710 of 16 November 1978.]

- 3/IV Royal Decree No. 474 to extend unemployment protection to staff of the additional forces, naval reserve and certain categories of professional military and naval personnel. (*ibid.*, 10 Apr.; p. 10743; errata: *ibid.*, 27 Apr.)

[The above-mentioned staff shall have a right to the unemployment benefits provided for in Act No. 31 of 2 August 1984 on unemployment protection, under the conditions indicated in this Royal Decree.]

- 9/IV Order to issue Regulations governing social welfare agencies approved by Royal Decree No. 2615 of 4 December 1985. (*ibid.*, 21 Apr.)

[The Order deals with the following matters: the acceptance of members, administrative costs, assumption of risks, co-insurance and re-insurance, insurance contracts and the functioning of social entities.]

- 9/IV Decision of the General Directorate of the National Employment Institute to build upon the Order of 9 February 1987 which governs the National Plan for vocational training and entry into working life and the occupational vocational training courses given by centres co-operating with the National Employment Institute. (*ibid.*, 19 May; errata: *ibid.*, 9 June)

- 23/IV Order to update certain supplementary technical instructions under Chapter IV and XII of the General regulations on basic mine safety standards. (*ibid.*, 7 May)

[Deals with instructions relating to cables in underground work.]

- 28/IV Decision of the Secretary General of the Social Security scheme on the recognition of health benefits under the Act on social integration of the handicapped for workers who are declared to be permanently disabled and who have no right to a pension. (*ibid.*, 12 May)

- 12/V Act No. 9 on bodies concerned with the representation, determination of working conditions and participation of staff of the public administration. (*ibid.*, 17 June)

[In the Act's statement of purpose it is recalled that art. 103.3 of the Constitution states that the special characteristics of the right of public officials to organise was to be governed by law. Within this framework and taking into account ILO Conventions, suggestions of trade union organisations and the requests of public officials themselves, Basic Act No. 11 of 2 August 1985 on freedom of association (LS 1985—Sp. 1) had accorded unified treatment as to the basic contents of the right of free association by including public officials within its scope. Therefore that Act's precepts with regard to freedom of association, the legal status of trade unions, the representative nature of trade unions, trade union action, those entitled to exercise freedom of association and suppression of anti-trade union conduct—which are subjects not regulated by the present Act—apply directly to the public administration. The present Act does in turn

## SPAIN (cont.)

govern other aspects, derived from the recognised rights of public officials, which refer to their own bodies concerned with the representation (Ch. II), determination of working conditions (Ch. III) and participation of staff in the public administration (Ch. IV). The final Chapter of the Act deals with the right of assembly.]

- 15/V Royal Decree No. 694 to update the assistance granted to young farmers. (ibid., 3 May)

[Issued in accordance with Royal Decree No. 1932 of 22 June 1983, regarding assistance to young farmers, which establishes assistance to modernise family plots, acquire land or improve the farmer's own housing; the amounts of such allowances are brought up to date by this text.]

- 20/V Order on social security health benefits for the beneficiaries thereof in case of their change of residence within the country. (ibid., 21 May; errata: ibid., 25 June)

- 21/V Decision of the Secretary General of the Social Security Scheme issuing standards additional to the Order of 20 May 1987 on social security health benefits for the beneficiaries thereof in case of their change of residence within the country. (ibid., 22 May)

- 25/V Order to provide for the territorial distribution of allowances under the programme to promote the creation of jobs, early retirement and child-care centres for the children of workers. (ibid., 28 May)

[The guide-lines for the territorial distribution of allowances managed by autonomous communities during the 1987 budgetary period in an appendix to the Order.]

- 28/V Order of the Ministry of Agriculture, Fishing and Food on the registration of agricultural machinery in the official registry. (ibid., 10 June)

[Creates an obligation on farmers and their associations, agricultural service enterprises and official bodies to request the registration of the machinery indicated above. Registration shall be requested in case of the purchase of new machinery or used machinery which is imported, change of title, etc. Repeals the Order of the Ministry of Agriculture of 4 October 1977 in regard to revising the registration of agricultural machinery.]

- 8/VI Act No. 8 governing pension plans and pension funds. (ibid., 9 June)

[This Act is designed to correct the absence of specific regulations in Spanish legislation to cover pension funds, which to date were addressed only as to isolated aspects by piece-meal standards dealing with welfare institutions. The Act establishes two types of pension plans based upon the nature of the participants and the contractual obligations; it defines as basic principles for plans the following: non-discrimination, mandatory participation in a pension fund, the non-waivable nature of contributions by the sponsoring entity, implementation through schemes involving capitalisation and assignment of rights to plan assets for participants and beneficiaries, time-limits and limits on amounts in relation to participants' acquired rights, and authorisation to move assets for the sole purpose of applying them to another plan. The Act establishes requirements and controls designed to ensure the development of funds and to avoid insolvency or situations which might threaten the ability to pay benefits, by introducing for this purpose, in particular, requirements regarding fund administration, representation of a management body with the collaboration of a trustee and supervision by auditing committees. The Act sets forth types of infringements and the corresponding penalties. Pension funds are not subject to any taxation. The Act consists of eight chapters: principles governing pension plans and their organisational aspects, rules governing plans' financial affairs, establishment and organisational aspects of pension funds, rules governing their financial affairs, pension funds' management bodies and trustees, system of administrative supervision and tax status.]

- 19/VI Royal Decree establishing an assistance scheme for improving the effectiveness of agrarian structures. (ibid., 26 June)

[Sets up an assistance scheme in accordance with the joint action provided for in EEC Council Regulations No. 797/1985. The types of assistance are in particular those involving investments in agrarian operations.]

- 20/VII Order to implement Decree No. 2621 of 24 December 1986, to lead to the integration of various special schemes in regard to the scope of application, registration of enterprises, membership, minima and maxima, contribution rates and collection. (ibid., 3 July)

[In accordance with the above-cited Decree, persons covered up to now in defunct occupational social security schemes (those for railway workers, professional soccer players, commercial agents, artists and bullfighters) shall compulsorily be covered by the general social security scheme. This text also extends the scope of application of the special scheme for self-employed persons.]

**SPAIN (cont.)**

- 28/VII Order in application of Royal Decree No. 996 of 25 April 1986 governing the special agreement for emigrants and their children. (ibid., 11 Aug.)

[The above-cited accord instituted the possibility for emigrants and their children to adhere to a special agreement irrespective of whether they had previously been affiliated to the Spanish social security system.]

- 29/VII Order of the Ministry of Labour and Social Security including, in the special social security scheme for self-employed or free-lance workers, persons holding a degree in social work or social assistance who are self-employed and registered with the appropriate professional association. (ibid., 17 Aug.)

- 30/VII Order of the Ministry of Labour and Social Security amending the conversion coefficient for the retirement age fixed in the special scheme for ragging mechanics in coal mining. (ibid., 14 Aug.)

- 31/VII Order of the Ministry of Education and Science to arrange working time for teachers who give instruction in primary subjects, middle-level courses, the arts and languages. (ibid., 18 Aug.)

- 31/VII Decision of the General Directorate Legal Office of the Social Security Scheme approving model agreements for the special agreements for emigrants and their children. (ibid., 19 Aug.)

[The above-mentioned agreements for emigrants and their children, both abroad and those who have returned to Spain, appear in appendices.]

- 26/VIII Decision of the General Directorate of the National Institute of Social Services (INSERSO) issuing rules on admissions, transfers, exchanges and termination of stay in residential centres for the handicapped. (ibid., 1 Oct.)

[This Decision is applicable to INSERSO residential centres for the handicapped which are designed to provide overall care and to serve as permanent residences for physically or mentally handicapped persons who, owing to the severity of their handicap or problems of a familial, social or economic nature, face serious difficulty in being integrated into social or working life. These centres are classified by type: centres caring for the physically handicapped, centres caring for the severely mentally handicapped, occupational centres (institutions whose aim is to provide occupational therapy and personal and social adjustment services to the handicapped who, owing to the severity of their handicap, cannot be in a firm or a special employment centre) and mixed centres. In terms of legal status, the centres are classified as social security residential centres and state centres run by INSERSO. The Decision contains four appendices relating to criteria for admission to the various centres.]

- 26/VIII Decision of the General Directorate of the National Institute of Social Services (INSERSO) issuing rules on admissions, transfers and exchanges in residential centres for the elderly. (ibid.)

[The INSERSO residential centres for the elderly are institutions designed to provide communal, permanent housing facilities for persons over the age of 60 who cannot meet their housing needs in any other way; the centres provide continuous overall assistance to the residents. The centres are classified according to the type of resident: able-bodied persons, persons in need of assistance and those in between (mixed). In terms of their official status, the centres are classified as social security residences, state residences and public or private non-profit residential institutions.]

- 2/IX Order in application of Royal Decree No. 1723 of 20 June 1984 regarding special training courses for drivers of vehicles which transport dangerous cargo. (ibid., 17 Sep.)

[In particular, contains an appendix concerning the basic course plan.]

- 16/IX Decision of the General Secretariat of Social Security on the recognition and effectiveness of the right to social security health assistance for children in foster care. (ibid., 1 Oct.)

- 23/X Order issuing rules on the granting of subsidies to occupational associations in the food and agricultural sectors, co-operatives or other similar entities for purposes of accomplishing certain activities. (ibid., 24 Oct.)

[The subsidies may be granted, in accordance with the requirements and procedures set forth in the Order, to occupational organisations in the food and agricultural sectors, associations in mountainous areas and other associations concerned with food or agriculture; co-operative unions, federations and confederations, as well as other agricultural associations founded with the aim of representing and defending the socio-economic interests of their members, and trade unions of workers in the food and agricultural sectors.]



**SPAIN (cont.)**

- 17/XI Decision of the General Secretariat of Social Security on the place of payment for contributions fixed for workers covered by the Special Agricultural Social Security Scheme or by the Special Scheme for Domestic Workers. (ibid., 30 Nov.)
- 30/XI Order for the application and implementation, in relation to protection measures, of Royal Decree No. 2621 of 24 December 1986 to incorporate special social security schemes for railway workers, soccer players, sales representatives, bullfighters and artists into the general scheme and to incorporate book authors into the special scheme for independent and self-employed workers. (ibid., 11 Dec.)
- [The provisions of this text deal in particular with a lowering of the minimum retirement age for railway workers in light of exceptionally arduous or dangerous work, the consideration of days for which contributions have been made and above that number for artists, the rules governing temporary incapacity to work and other types of assistance for artists and professional bullfighters.]
- 22/XII Order setting forth the requirements for adapting the by-laws of co-operatives to the provisions of General Act No. 3 of 2 April 1987 on co-operatives. (ibid., 29 Dec.)
- 22/XII Order approving model data registries under the regulations on workers exposed to asbestos. (ibid.)
- [Model forms for environmental and medical surveillance in relation to asbestos appear in an appendix.]
- 22/XII Decision of the Secretary-General of Social Security on the computation, for purposes of the break-in-service period, of 1,800 days in return for merely being a participant in the Manual Workers' Retirement Scheme. (ibid., 30 Dec.)
- 23/XII Royal Decree No. 1609 laying down rules on the method of calculating retirement pensions in relation to the number of years in which contributions were made on behalf of the beneficiary under the special social security scheme for domestic workers. (ibid., 30 Dec.)
- [Provides that s. 32 of Decree No. 2346 of 25 September 1969, laying down rules for the special social security scheme for domestic workers, shall read as follows: "Economic benefits for retirement purposes shall provide a sole pension for each pensioner and shall take the form of a pension for life . . ."]
- 30/XII Order issuing certain standards for the development and application of Royal Decree No. 2298 of 26 December 1984, amending the regulations governing unemployment allowances for casual workers who are covered by the special agrarian social security scheme. (ibid., 9 Jan. 1988)
- [The provisions of this Order deal with the entitlement to, suspension, renewal and termination of the allowances, as well as the procedures for applying to receive it and its payment.]
- 30/XII Royal Decree No. 1682 extending the coverage of social security in relation to health assistance. (ibid., 31 Dec. 1987)
- [Reissues certain provisions of Decree No. 2766 of 16 November 1967 setting forth standards on health assistance benefits and the arrangements for medical services in the general social security scheme, as amended by Royal Decree No. 1377 of 4 July 1984. The provisions deal in particular with entitlement to and exercise of the right to receive health assistance.]

**SRI LANKA**

- 22/I Fair Trading Commission Act 1987. No. 1 (*Gazette*, Part II, Supplement, 23 Jan.)
- [Establishes a Fair Trading Commission for the control of monopolies, mergers and anti-competitive practices and for the formulation of national price policy. Inter alia, the Commission is to have special regard to the efficient operation of public corporations and other objectives of economic and social policy. Repeals the National Prices Commission Law 1975 (No. 42).]
- 30/I National Apprenticeship (Amendment) Act 1987. No. 4. (ibid., 30 Jan.)
- [Repeals subsection (6) of s. 50 of the National Apprenticeship Act 1971 (No. 49) and inserts a new s. 50A, which provides that the provisions of the Employees' Provident Fund Act 1958 (No. 15), and the Employees Trust Fund Act 1980 (No. 46), shall not apply to apprentices.]
- 30/I National Institute of Plantation Management (Amendment) Act 1987. No. 5. (ibid.)

**SRI LANKA (cont.)**

[Amends the National Institute of Plantation Management Act (No. 45 of 1979), which exists to provide management training and advisory services, inter alia.]

**13/III Seva Vanitha Movement of Sri Lanka (Incorporation) Act 1987. No. 10. (ibid., 13 Mar.)**

[Confers corporate legal personality on this movement, heretofore established by the Women's Bureau. The purposes of Corporation include promoting national development activities and particularly women's active involvement in them.]

**24/III Farmers' Pension and Social Security Benefit Scheme Act 1987. No. 12. [LS 1987—Sri Lanka I]. (ibid., 27 Mar.)**

[An Act to provide for the establishment of a pension and social security benefit scheme for farmers; to provide for the operation of the scheme by the Agricultural Insurance Board; and to provide for matters connected therewith or incidental thereto. Part I of the Act establishes the Scheme, which is open to any farmer having the prescribed qualifications who is between the ages of 18 and 59. The benefits to be provided are: a periodical pension, generally available from age 60; a lump-sum gratuity or pension in case of permanent partial disablement; a lump-sum gratuity or periodical allowance in case of permanent total disablement; a death grant, payable to the surviving spouse or to a blood relative (eldest son, or if no sons, eldest daughter, etc.). The Agricultural Insurance Board established under the Agricultural Insurance Law 1973 (No. 27) is to issue to each participant a policy setting out the contributions to be made, the terms and conditions of the policy and the benefits to which the participant is entitled if no forfeiture occurs. Under Part IV of the Act, the Farmers' Pension and Social Security Benefit Fund is set up to manage the money received from contributions, and Part V contains general provisions.]

**10/IV Air Navigation (Amendment) Act 1987. No. 14. (ibid., 10 Apr.)**

[Amends the Air Navigation Act (Ch. 365) in relation to pension entitlements and required number of years in the public service.]

**10/IV Health Services (Amendment) Act 1987. No. 13. (ibid.)**

[Replaces s. 4(1) of the Health Services Act (Ch. 219), as amended by Act No. 13 of 1962, in relation to the composition of the Health Council.]

**16/IV Urban Councils (Amendment) Act 1987. No. 18. (ibid., 16 Apr.)**

[Amends the Urban Councils Ordinance (Ch. 255), in particular by adding paragraphs (*dd*) and (*ddd*) to s. 159(1) in relation to contributions voted by the Council towards relief to poor people, rehabilitation of physically, mentally or socially handicapped persons, employment programmes, etc.]

**16/IV Pradeshiya Sabhas Act 1987. No. 15. (ibid.)**

[Provides for the establishment of Pradeshiya Sabhas, which are administrative units aimed at facilitating people's effective participation in local government and development functions. Their powers, listed in s. 19, include creating and filling posts, granting pensions, spending funds on maternity and child welfare services, relief activities, etc. Repeals the Town Councils Ordinance and the Village Councils Ordinance.]

**16/IV Municipal Councils (Amendment) Act 1987. No. 19.**

[Amends the Municipal Councils Ordinance (Ch. 252), particularly by adding references to the organisation of employment programmes, maternity and child welfare services, relief for the poor, rehabilitation and care of physically, mentally or socially handicapped persons, etc.]

**16/IV Development Councils (Amendment) Act 1987. No. 21. (ibid.)**

[Amends the Development Councils Act (No. 35 of 1980), in particular by redefining the functions of the Gramodaya Mandalaya, local bodies empowered to prepare village development plans, take measures for increasing productivity and generating employment, and for other purposes.]

**15/V Conversion of Public Corporations or Government Owned Business Undertakings into Public Companies Act 1987. No. 23. (ibid., 15 May)**

[Sets forth procedures applicable to the conversion of business undertakings acquired under the Business Undertakings (Acquisition) Act (No. 35 of 1971).]

**15/V Conversion of Government Owned Business Undertakings into Public Corporations Act 1987. No. 22. (ibid.)**

**SRI LANKA (cont.)**

[Sets forth procedures for converting businesses acquired under the Business Undertakings (Acquisition) Act (No. 35 of 1971) into public corporations.]

4/VI Medical (Amendment) Act 1987. No. 30. (ibid., 4 June)

[Amends the Medical Ordinance (Ch. 105) in various respects, especially in relation to the training, certification and registration of medical personnel.]

14/XI Provincial Councils Act 1987. No. 42.

[Provides for the composition, financing and procedure to be followed by Provincial Councils, established pursuant to the Thirteenth Amendment to the Constitution. Part IV concerns the Provincial Public Service Commission. Appointment, transfer, dismissal and discipline of officers of the provincial public service are vested in the Governor of that province (s. 32).]

14/XI Thirteenth Amendment to the Constitution. (ibid., 20 Nov.)

[This Act to amend the Constitution provides for the establishment of a Provincial Council in each of the nine Provinces which shall be empowered to legislate on a wide range of issues, including certain aspects of social services and rehabilitation, rural development and co-operatives (new Chapter XVIIA, arts. 154A to 154T and List I of Ninth Schedule). The State Government and the Provincial Councils shall have concurrent jurisdiction over, inter alia, manpower planning and the employment data bank, specified aspects of social services and rehabilitation, and employment planning and programmes, especially in relation to youth (List III to Ninth Schedule). Also set forth are the matters (including professional occupations and training, regulation of labour and safety in mines, industrial disputes involving employees of the Government of Sri Lanka and pensions) which are reserved to the State Government (List II to Ninth Schedule). National emergency regulations may be issued on any subject, and may suspend, amend or override the operation of a Provincial Council statute (new subs. (3A) of art. 155). In addition, art. 138 respecting court jurisdiction is amended and paras. (2) to (4) are added to art. 18 to provide that Tamil shall also be an official language and English shall be the link language.]

**SUDAN**

29/XII Interim Ordinance issuing the 1987 Act on trade unions.

[This Act (LS 1987—Sud. 1) governs all questions regarding the establishment, organisation, functioning and activities of trade unions, in particular: the purposes of trade union organisations and the legal nature of their activities (Ch. 2); trade union structure (Ch. 3); their administration (Ch. 4); trade union committees and by-laws governing their members (Ch. 5); and procedures for establishing trade unions (Ch. 6). The 1977 Act on the same subject is repealed.]

**SURINAME**

30/III Constitution of the Republic of Suriname.

[Upon its entry into force following approval in a September 1987 plebiscite, this text replaces the Constitution of 25 November 1975. The new Constitution contains 29 Titles, as follows: I, Sovereignty; II, Economic Goals; III, Social Goals; IV, International Policies; V, Fundamental Rights; VI, Social, Cultural and Economic Rights and Duties; VII, Economic Order; VIII, Social Order; IX, Principles of the Democratic State; X to XXIII, provisions on the organs of national and regional government and their functioning; XXIV to XXVI, defence; and XXVII to XXIX, transitional provisions and entry into force.]

**SWEDEN**

8/I Ordinance to amend the Public Insurance Regulations (No. 698 of 1962). (*Svensk Författningssamling*, No. 4)

[Amends ss. 17–23 (couples living together without being married treated as married couples).]

8/I Ordinance to amend the Ordinance (No. 535 of 1980) on group life insurance for locally employed personnel at Swedish authorities abroad. (ibid., No. 5)

8/I Ordinance to amend the Ordinance (No. 420 of 1959) respecting complementary instructions for the public national supplementary pensions scheme. (ibid., No. 6)

**SWEDEN (cont.)**

- 8/I Ordinance respecting subsidies for preparation for employment (*ibid.*, No. 8)  
[Government subsidies for the employment of persons between 18 to 20 years of age without work experience.]
- 26/II Ordinance to amend the instructions (No. 287 of 1959) regarding the public national supplementary pensions scheme. (*ibid.*, No. 72)
- 26/II Ordinance to repeal certain Ordinances regarding pension benefits. (*ibid.*, No. 73)
- 19/III Ordinance respecting compensation for travel expenses under the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B]. (*ibid.*, No. 82)  
[Rules on compensation.]
- 23/IV An Act to amend the Partial Pensions' Act (No. 84 of 1979) [LS 1979—Swe. 1]. (*ibid.*, No. 202)  
[Amends s. 11 (increases the pension).]
- 23/IV Ordinance to amend the Order (No. 731 of 1973) respecting instructions under the Unemployment Insurance Act (No. 370 of 1973). (*ibid.*, No. 226)  
[Amends s. 5 (repeals second and third paragraphs) and inserts new ss. 6 (part-time workers), 7 (reappraisal every six months), 8 (person who has taken part in employment market training) and s. 9 (change in name).]
- 23/IV Ordinance to amend the Ordinance (No. 1067 of 1976) respecting cash employment subsidies. (*ibid.*, No. 227)  
[Amends s. 2 (part-time workers) and inserts new ss. 3 (reappraisal every six months), 4 (person who has taken part in employment market training) and 5 (change in name).]
- 29/IV An Act regarding the calculation of pension benefits. (*ibid.*, No. 205)  
[Increases the pension payable under the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B].]
- 14/V An Act to amend the Employment Injury Insurance Act (No. 380 of 1976) [LS 1976—Swe. 2]. (*ibid.*, No. 225)  
[Amends ss. concerning the calculation of sickness allowance].]
- 14/V An Act to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B]. (*ibid.*, No. 223)  
[Amends several ss. and inserts new ss. concerning the calculation of sickness allowance].]
- 14/V Ordinance to amend the Working Environment Ordinance (No. 1166 of 1977). (*ibid.*, No. 357)  
[Amends ss. 1, 11, 12, 15 and 17 (the responsibilities of the employer) of the 1977 Ordinance which was issued under the Working Environment Act (LS 1977—Swe. 4).]
- 14/V Ordinance regulating the standard calculation of working hours when determining sickness allowance, etc. (*ibid.*, No. 361)  
[The scope of application of the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B] and the Employment Injury Insurance Act (No. 380 of 1976) [LS 1976—Swe. 2].]
- 14/V Ordinance to amend the Ordinance (No. 733 of 1985) respecting voluntary sickness benefit insurance under the public insurance fund. (*ibid.*, No. 363)  
[Amends ss. 5 (repeals the second paragraph) and 10 (the scope of application of the Public Insurance Act (No. 381 of 1962)) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B].]
- 14/V Ordinance respecting the activities of labour market organs. (*ibid.*, No. 405)  
[Regulates the competence and the duties of the various public labour market organs.]
- 14/V Ordinance respecting subsidies for moving expenses. (*ibid.*, No. 407)  
[Regulates payment of expenses in connection with moving because of labour market forces.]
- 14/V Ordinance to amend the Ordinance (No. 542 of 1981) respecting temporary employment subsidies for elderly labour force participants in the textile and garment industry. (*ibid.*, No. 412)

**SWEDEN (cont.)**

14/V Ordinance to amend the Ordinance (No. 1079 of 1983) respecting a state subsidy for activities involving youth teams, etc. (*ibid.*, No. 413)

14/V Ordinance to amend the Ordinance (No. 519 of 1984) respecting introduction to employment and wage subsidies. (*ibid.*, No. 414)

14/V Ordinance to amend the Ordinance (No. 276 of 1985) respecting state subsidies for sheltered employment in the service of a public employer. (*ibid.*, No. 415)

14/V Ordinance to amend the Ordinance (No. 412 of 1985) respecting structural adjustment subsidies for the construction sector. (*ibid.*, No. 419)

[Amends ss. 11 and 13 (appeal procedure) and repeals ss. 12 and 14.]

14/V Ordinance respecting employment market training. (*ibid.*, No. 406)

[Under this Ordinance, training allowances can be granted for employment market training occasioned whenever it is considered that the training would lead to permanent employment, a stronger position of the employee or better representation of the members of the under-represented sex in a particular field of employment. The employment market authorities will either create the training scheme or use the regular educational system. In order to obtain the training allowance, the person shall be 20 years of age or older, be unemployed or likely to become so and shall be seeking a job through the state employment office (special rules for handicapped persons, youth between 18 and 20 years of age and refugees). Normally the training shall not be received whenever a normal student grant can be obtained. It includes a training allowance consisting of *inter alia* a daily wage (the same amount as granted under the Public Insurance Act) and the costs of the material for the course.]

21/V Ordinance to amend the Ordinance (No. 82 of 1987) on compensation for travel expenses under the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B]. (*ibid.*, No. 356)

[Amends s. 3 (compensation for travel expenses).]

21/V An Act to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B]. (*ibid.*, No. 265)

[Amends ss. 3 and 6 of Ch. 2 (compensation for dental care and travel expenses).]

21/V An Act to amend the Annual Leave Act (No. 480 of 1977) [LS 1977—Swe. 2]. (*ibid.*, No. 293)

[Amends s. 17 (the calculation of holiday pay).]

21/V Ordinance to amend the Ordinance (No. 483 of 1980) respecting government subsidies for education at the workplace. (*ibid.*, No. 298)

21/V Ordinance to amend the Ordinance (No. 280 of 1986) respecting experimental activities involving a more liberal use of adult study grants and subsidies for education at the workplace. (*ibid.*, No. 299)

[Amends ss. 1, 2 and 5 (the scope of application).]

21/V An Act to amend the Unemployment Insurance Act (No. 370 of 1973) [LS 1973—Swe. 2]. (*ibid.*, No. 401)

[Amends s. 17 (sets the limits for daily insurance benefits).]

21/V An Act to amend the Cash Employment Market Assistance Act (No. 371 of 1973) [LS 1973—Swe. 3]. (*ibid.*, No. 402)

[Amends s. 18 (amount of the assistance).]

21/V An Act to amend the Act (No. 1070 of 1983) on employment of youth teams with public employers. (*ibid.*, No. 403)

[Amends s. 1 (extends the scope of application in relation to mentally and physically handicapped persons up to 25 years of age).]

21/V An Act to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B]. (*ibid.*, No. 404)

[Amends s. 2 of Ch. 11 (extends its scope of application to persons obtaining short-term student aid, adult study benefits and grants from the Swedish Authors' Fund and Artist' Associations).]

27/V Ordinance respecting instructions for the Committee on Labour Welfare. (*ibid.*, No. 393).

**SWEDEN (cont.)**

[Gives the rules governing the work to be carried out by the Committee, which comprises inter alia ensuring the observance of Acts on the working environment and working time, encouraging research and providing information.]

- 4/VI An Act to amend the Partial Pensions Act (No. 84 of 1979) [LS 1979—Swe. 1]. (ibid., No. 364)

[Amends ss. 5–10, 12, 13 and 15–17 (the scope of application of the Act) and introduces a new s. 18a (when a person receiving a partial pension becomes unemployed).]

- 4/VI An Act to amend the Public Insurance Act (No. 382 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B] (ibid., No. 366).

- 4/VI An Act to repeal the Act (No. 205 of 1987) regarding the calculation of pension benefits. (ibid., No. 369)

- 4/VI An Act to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B]. (ibid., No. 376)

[Amends s. 15 of Ch. 3 and s. 3 of Ch. 10 (reducing sickness benefits whenever the person is receiving nursing treatment in a special home or institution).]

- 4/VI An Act to amend the Act (No. 292 of 1981) regarding obligatory service for employees in public health services, hospitals, etc. (ibid., No. 381)

[Amends s. 6 (participation in training programmes).]

- 4/VI Ordinance to amend the Ordinance (No. 642 of 1981) regarding obligatory service for employees in public health services, hospitals, etc. (ibid., No. 382).

[Amends ss. 10, 12 and 13 (the organisation of training programmes).]

- 4/VI Ordinance to amend the Ordinance (No. 523 of 1984) regarding experimental activities on subsidies for an unemployed person who launches a company. (ibid., No. 515)

[Amends ss. 1, 2 and 6–8 (the conditions for obtaining subsidies) and repeals ss. 9–12.]

- 4/VI Ordinance to amend the Ordinance (No. 1031 of 1983) respecting the special educational subsidy for unemployed persons (ibid., No. 537)

[Amends s. 4 (the procedure for applying for a subsidy).]

- 4/VI Ordinance to amend the Employment Ordinance (No. 601 of 1965). (ibid., No. 552)

[Amends s. 40 and introduces new ss. 41 and 42 (the appeals procedure).]

- 4/VI Ordinance to amend the Ordinance (No. 111 of 1984) respecting leaves of absence. (ibid., No. 558)

[Amends ss. 1 and 2 (the scope of application) and introduces new ss. 10a (extends the period of leave of absence) and 16 (the appeal procedure).]

- 4/VI Ordinance to amend the Ordinance (No. 566 of 1986) respecting public wage subsidies for certain pre-school teachers. (ibid., No. 591)

- 4/VI An Act to amend the Labour Disputes Act (No. 371 of 1974). [LS 1977—Swe. 3 (cons.)]. (ibid., No. 438)

[Amends s. 2 of Ch. 1 (concerning the non-applicability of the Act to cases concerning public employment which is regulated in another Act or Ordinance that includes rules of appeal to the Government, an administrative tribunal, or an administrative authority).]

- 4/VI An Act restricting the right to appeal. (ibid., No. 439)

[Restricts public employees' right to appeal to the Government, administrative tribunal or administrative authority in cases dealt with under the Labour Disputes Act (No. 371 of 1974) [LS 1977—Swe. 3 (cons.)]. However, this does not apply to decisions taken by the employer in accordance with agreements, nor to decisions taken by the municipal board of appeal (under s. 3 of Ch. 7 of the Act (No. 179 of 1977) on municipalities).]

- 11/VI An Act to amend the Act (No. 1070 of 1983) on employment in youth teams with public employers. (ibid., No. 511)

[Amends ss. 2, 3, 9, 12, 14 and 15 (scope of application of the Act) and inserts a new s. 14a (participation in courses given on the labour market).]

**SWEDEN (cont.)**

- 11/VI Ordinance to amend the Ordinance (No. 518 of 1984) respecting subsidies towards employment market training within the undertaking. (*ibid.*, No. 514)
- 11/VI Ordinance to amend the Ordinance (No. 414 of 1986) respecting recruitment subsidies. (*ibid.*, No. 516)
- 11/VI Ordinance to amend the Ordinance (No. 8 of 1987) respecting subsidies for preparation for employment. (*ibid.*, No. 517)
- 11/VI An Act to amend the Family Allowances Act (No. 529 of 1947) [LS 1947—Swe. 4A]. (*ibid.*, No. 548)  
[Amends s. 2a (the subsidy increases radically when a family has more than three children).]
- 11/VI An Act to amend the Act (No. 404 of 1987) to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B]. (*ibid.*, No. 568)  
[Amends s. 2 of Ch. 11 (extends the scope of application to unemployed persons receiving public subsidies to set up private companies).]
- 11/VI An Act to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B]. (*ibid.*, No. 569)  
[Amends s. 4 of Ch. 11 (the estimation of income).]
- 11/VI An Act to amend the Act (No. 551 of 1959) respecting the calculation of pensionable income under the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.), 1976—Swe. 3B]. (*ibid.*, No. 570)  
[Amends s. 3 (income that is not taxable in Sweden).]
- 18/VI An Act to amend the Labour Disputes Act (No. 371 of 1974) [LS 1977—Swe. 3 (cons.)]. (*ibid.*, No. 683)  
[Amends s. 2 of Ch. 1 (limits the scope of application whenever the competence is given to certain district courts or certain panels of a district court under the Code of procedure the Bankruptcy Act (No. 672 of 1987) or the Act concerning creditors arrangements in bankruptcy (No. 847 of 1970). Also amends s. 4 of Ch. 5 (transcript of the hearing does not need to include oral evidence) and s. 3 of Ch. 5 (repeals the second paragraph).]
- 8/X Ordinance to amend the Employment Ordinance (No. 601 of 1965). (*ibid.*, No. 909)  
[Inserts a new s. 16a (participation in recruiting development assistance personnel) and amends ss. 28 and 32 (review procedures).]
- 8/X Ordinance to amend the Employment Leave Ordinance (No. 111 of 1984). (*ibid.*, No. 910)  
[Amends s. 7 (leave for development assistance employment abroad).]
- 22/X Ordinance respecting the application of the Nordic Agreement respecting unemployment benefits. (*ibid.*, No. 946)  
[Regulates unemployment benefits for workers moving from one Nordic country to another. Issued under the Agreement, which was concluded 12 November 1985 and entered into force 1 December 1987.]
- 29/X Ordinance to amend the Ordinance (No. 589 of 1974) respecting the Instructions governing the Labour Court. (*ibid.*, No. 970)  
[Amends s. 13(6) respecting permission for review.]
- 19/XI Act to amend the Public Employment Act (No. 600 of 1976). (*ibid.*, No. 1000)  
[Amends s. 11 of Ch. 14 and s. 3 of Ch. 16 (review procedures).]
- 26/XI Ordinance respecting retirement pensions for certain non-publicly employed workers. (*ibid.*, No. 1060)  
[Provides that the National Pension Scheme will apply to certain non-publicly employed workers (such as employees in certain theatre and music institutions, etc.).]
- 26/XI Ordinance to amend the Ordinance (No. 1039 of 1984) respecting the processing of inquiries concerning national pension benefits. (*ibid.*, No. 1061)  
[Amends several ss. (1, 9, 32 and 34) and inserts a new s. 9a extending the scope of application to include Ordinance No. 1060 of 1987 respecting retirement pensions for certain non-publicly employed workers.]

**SWEDEN (cont.)**

- 26/XI Ordinance to amend the Ordinance (No. 759 of 1980) respecting the payment of national pensions and other social insurance benefits. (*ibid.*, No. 1062)

[Amends s. 1(1) and 3 extending the scope of application to include Ordinance No. 1060 of 1987 respecting retirement pensions for certain non-publicly employed workers.]

- 26/XI Ordinance to amend the Ordinance (No. 222 of 1984) respecting pension contributions under the National Pension Scheme. (*ibid.*, No. 1063)

[Amends ss. 1, 3 and 6 to extend the scope of application to include Ordinance No. 1060 of 1987 respecting retirement pensions for certain non-publicly employed workers.]

- 26/XI Ordinance to amend the Ordinance (No. 225 of 1984) respecting the consideration of certain leaves from employment by school teachers, etc., as years of service for pension benefit purposes. (*ibid.*, No. 1064)

[Amends s. 2 (extends the scope of application to include persons teaching basic Swedish to immigrants).]

- 26/XI Ordinance respecting employees' representation (*ibid.*, No. 1101)

[Regulates staff representation in a public agency with independant activities, where at least half of the employees belong to an employee organisation.]

- 10/XII An Ordinance to amend the Employment Ordinance (No. 601 of 1965). (*ibid.*, No. 1224)

[Amends s. 7 (regulations issued under s. 6 of the Ordinance shall be issued after consultation with the social affairs board).]

- 17/XII Act respecting private employees' representation on the board. (*ibid.*, No. 1245)

[Regulates employees' representation on the boards of joint-stock companies, banks, mortgage institutions, insurance companies and incorporated associations. A person who is an employee of a parent company and who works in a subsidiary will also be considered to be an employee of the latter. Likewise, a collective agreement concluded between a local employees' organisation and a parent company will be applicable to the subsidiary if the employee is working in the latter. In a company which employed at least 25 employees during the past six years, two representatives (and two substitutes) shall be appointed. If the concern has activities in different fields and has employed an average of 1,000 employees in Sweden, three representatives (and three substitutes) shall be appointed. However, the number of employees' representatives cannot exceed the number of other representatives on the board. Once the employees' representatives have been appointed, a change in the number of either the employed personnel or the other members of the board will not affect these representatives' term of office.]

- 17/XII An Act to amend the Joint-Stock Companies Act (No. 1385 of 1975). (*ibid.*, No. 1246)

[Amends several ss. respecting the application of the Act (No. 1245 of 1987) respecting private employees' representation on the board.]

- 17/XII An Act to amend the Act (No. 667 of 1987) respecting incorporated associations (*ibid.*, No. 1247)

[Amends several ss. respecting the application of the Act (No. 1245 of 1987) respecting private employees' representation on the board.]

- 17/XII An Act to amend the Savings Banks Act (No. 619 of 1987) (*ibid.*, No. 1249)

[Amends several ss. respecting the application of the Act (No. 1245 of 1987) respecting private employees' representation on the board.]

- 17/XII An Act to amend the Cooperative Banks Act (No. 620 of 1987). (*ibid.*, No. 1250)

[Amends several ss. respecting the application of the Act (No. 1245 of 1987) respecting private employees' representation on the board.]

- 17/XII An Act to amend the Insurance Act (No. 713 of 1982). (*ibid.*, No. 1251)

[Amends several ss. respecting the application of the Act (No. 1245 of 1987) respecting private employees' representation on the board.]

- 17/XII An Act respecting emergency public work (*ibid.*, No. 1262)

[Regulates emergency public work in case of war, the threat of war or other exceptional circumstances due to war or the threat of war.]



**SWEDEN (cont.)**

- 17/XII An Ordinance for the application of the Act (No. 1245 of 1987) respecting private employees' representation on the board (*ibid.*, No. 1260)  
[Specifies exemptions under the Act.]
- 17/XII Act to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.)]. (*ibid.*, No. 1306)  
[Amends Ch. 3, s. 2(1) respecting the basis for calculating sickness benefits.]
- 17/XII Act to amend the Act (No. 568 of 1987) amending the Act (No. 404 of 1987) amending the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.)] (*ibid.*, No. 1307)  
[Amends Ch. 11, s. 2(1) respecting the definition of "income from employment".]
- 17/XII Act to amend the Act (No. 1035 of 1987) amending the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.)]. (*ibid.*, No. 1308)  
[Amends Ch. 11, s. 3(1) (*c*) (the definition of "income from gainful employment").]
- 17/XII Act to amend the Act (No. 551 of 1959) respecting the calculation of pensionable income under the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.)]. (*ibid.*, No. 1310)  
[Amends s. 4 (respecting value of in-kind remuneration for purposes of pensionable income).]
- 17/XII Act to amend the Act (No. 570 of 1987) amending the Act (No. 551 of 1959) respecting the calculation of pensionable income under the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.)]. (*ibid.*, No. 1311)  
[Amends s. 3 (respecting the definition of "income from employment").]
- 17/XII Act to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (cons.)] (*ibid.*, No. 1321)  
[Amends Ch. 3, ss. 1(2), 5(1), 10a(3) and 11(2) (registering as a participant in the public insurance scheme), Ch. 4, s. 8(2) (parental allowances) and Ch. 9, s. 5(2) and (3) (nursing allowances).]
- 17/XII Act to amend the Employment Injury Insurance Act (No. 380 of 1976) [LS 1976—Swe. 2]. (*ibid.*, No. 1322)  
[Amends Ch. 3, s. 5b (3) (calculation of sickness benefit for more than one day) and Ch. 8, s. 4 (the calculation of sickness benefit for employment injury).]
- 17/XII Ordinance to amend the Ordinance (No. 733 of 1985) respecting voluntary sickness benefit insurance under public insurance funds. (*ibid.*, No. 1324)  
[Amends ss. 2 and 4(2) (entry into force of voluntary sickness benefit insurance).]
- 21/XII Act to amend the Act (No. 1092 of 1983) respecting the Instructions governing the National Pension Insurance Fund. (*ibid.*, No. 1326)  
[Amends several ss (12, 15a, 16, 17, 24, 35, 36, 39 and 43) respecting the management of the fund and inserts a new s. 15b (responsibility for loans).]

**SWITZERLAND**

- 21/I Regulations on old age and survivors' insurance. (*Recueil des lois fédérales—Sammlung der eidgenössischen Gesetze*, 3 Mar.)  
[Amends in particular ss. 176 (links between compensation funds), 209*bis* (exceptions to the duty of confidentiality), 223 and 224 (subsidies for aged persons who are handicapped) of the basic regulations of 1947.]
- 21/I Amended regulations on disability insurance. (*ibid.*)  
[Amendments on, inter alia, reclassification, daily compensation, and procedures of the committee on disability insurance.]
- 2/III Ordinance of 2 March 1987 concerning the Federal Insurance Fund (Rules governing the Fund (CFA)). (*ibid.*, 20 Oct.)  
[The purpose of the Fund (CFA) is to insure employees against the economic effects of invalidity, old age and death, in so far as such persons are not insured by another welfare institution or subject to another welfare scheme of the Confederation. As a registered welfare institution, the CFA applies compulsory insurance provided for by the Act on occupational

**SWITZERLAND (cont.)**

welfare for old age, survivors and invalidity (LLP (RS 831.40)). The CFA is made up of the retirement fund (ss. 4 et seq.) and the depositors' fund (ss. 36 et seq.); it also manages an assistance fund (ss. 45 et seq.). The rules of 29 September 1950 governing the Fund are repealed.]

- 29/IV Ordinance regarding the Act on hours of work. Amendment of 29 April 1987. (ibid., 19 May)

[Amends the Ordinance of 26 January 1972 regarding the Act on hours of work, in particular as to the definition of hours of work, overtime work, the calculation of the hourly wage and special protection for workers who do their own housework.]

- 24/VI Regulations No. 1 of 24 June 1987 amending the Regulations governing employees of the public service. (ibid., 4 Aug.)

[Amend Regulations No. 1 of 10 November 1959 governing employees in the public service, in particular regarding appointment, working hours, outside activities, obligation to pay over income from outside activities, evaluations and certificates of service and the right to a children's allowance. Cover all employees in the public service except for those employed by the railways and those engaged in foreign affairs, who are covered by identical but separate regulations.]

- 24/VI Ordinance of 24 June 1987 providing for amendments in regard to conditions of service for employees in the general administration of the Confederation and in the postal, telephone and telegraph service. (ibid.)

[Amends the Ordinance of 10 November 1959.]

- 1/VII Regulations of 1 July 1987 on old age and survivors' insurance. (ibid., 8 Sep.)

- 1/VII Regulations of 1 July 1987 on invalidity insurance. (ibid.)

[Amend the Regulations of 17 January 1961 in regard to the fixing of contributions, the definition of "difficult cases" and orphans' benefits.]

- 16/IX Ordinance on the cost-of-living adjustment of survivors' pensions and invalidity pensions. (ibid., 27 Oct.)

[Specifies the manner of determining the amount of cost-of-living adjustment.]

- 25/XI Amendment Ordinance of 25 November 1987 on the systems of information and payment related to unemployment insurance. (ibid., 22 Dec.)

[Amends, with regard to the gathering of statistics on unemployed persons who have lost their right to benefits, the Ordinance of 28 November 1983 on the same topic.]

- 25/XI Regulations governing employees. Amendment of 25 November 1987. (ibid., 12 Jan. 1988)

[Amends the Regulations governing employees of 10 November 1959, in particular regarding days of rest (s. 13), various types of compensation (s. 49 et seq.), annual leave (s. 70) and other matters.]

- 7/XII Amendment Ordinance of 7 December 1987 concerning additional benefits in relation to old age, survivors' and invalidity insurance (OPC). (ibid., 22 Dec. 1987)

[Amends the Ordinance of 15 January 1971 on the same topic, in particular with regard to invalid minors, partial invalids and widows.]

- 18/XII Ordinance governing annual leave for staff of the federal Government. (ibid., 8 Mar.)

- 18/XII Ordinance governing days of rest for staff of the federal Government. (ibid.)

[An Appendix lists public holidays in the various cantons.]

**SYRIAN ARAB REPUBLIC**

- 12/VII Order No. 25 of 12 July 1985 of the Ministry of Health on the technical and hygienic conditions which should prevail in the manufacturing of medicaments. (*Recueil des lois et de la législation financière*, 9 Sep.)

**TANZANIA, UNITED REPUBLIC OF**

- 8/I Protection from Radiation (Amendment of the First Schedule) Order 1986. Government Notice No. 36. (*Gazette of the United Republic of Tanzania*, 16 Jan.)

**TANZANIA, UNITED REPUBLIC OF (cont.)**

[Amends the composition of the commission provided for by the Protection from Radiation Act of 1983 (No. 5).]

- 23/IV Committee for the Enforcement of the Leadership Code (Amendment) Act 1987. No. 5. (ibid., 7 July)

[Amends the Committee for Enforcement of Leadership Code Act 1973, in particular by extending it to Zanzibar as well as the mainland and introducing new definitions ("party", etc.) and administrative provisions. Under amended s. 4, the Commission (as the Committee is renamed) shall have power to inquire into any alleged or suspected breach of the leadership code by all persons in the service of government or government bodies.]

- 19/X Contracts of Apprenticeship and Indentured Learnership (In-Plant Training) Regulations 1987. Government Notice No. 822. (ibid., 6 Nov.)

[These Regulations, issued under the Vocational Training Act 1974 (No. 28), provide that no employer may employ an apprentice or an indentured learner without being registered (s. 4). They set forth definitions (s. 2) and the scope of application (s. 3). A contract, following a prescribed form, shall be entered into by every employer and apprentice or indentured learner (s. 5 and attached schedules of model forms setting forth the obligations of both parties). The Regulations also govern the determination of wages and working conditions, the duration of apprenticeship and indentured learnership, placement, training programmes, supervision and control (including a model inspection form in a schedule), recordkeeping, tools, testing, certification and, inter alia, responsibility of the apprentice or indentured learner.]

**THAILAND**

- 8/III Royal Decree on Welfare Fund in respect of Temporary Cost of Living Increase (No. 3) B.E. 2530. (*Royal Thai Government Gazette*, 18 Mar.)

[Amends the definition of "civil servant" and changes the amounts of cost-of-living increases in the Royal Decree (B. E. 2521) governing the Welfare Fund in respect of Temporary Cost of Living Increase, as amended.]

- 25/III Notification of the Ministry of Interior on categories and scales of activities and the localities in which employers are required to pay contributions to the Compensation Fund. No. 13. (ibid., 30 June)

- 30/VI Ministerial Regulation No. 47 (B.E. 2530) issued pursuant to the provisions in the Navigation of Vessels in Thai Territorial Waters Act Amendment B.E. 2477 (No. 2). (ibid., 10 Aug.)

[Qualifications for pilots of vessels.]

- 30/XI Provident Fund Act B.E. 2530 (1987). (ibid., 30 Jan. 1988)

[Provident funds may be established by employers and employees making contributions to provide financial security in case of an employee's death, termination of employment or resignation from the fund. The Act contains provisions on establishment and management of funds, payments and dissolution of the fund, competent officials and penalties.]

- 28/XII Federation of Thai Industries Act, B.E. 2530. (ibid., 28 Dec.)

[The Act governs the establishment, membership, functioning and work of the Federation of Thai Industries, which is to act as the representative of industrial operators in the private sector. Ch. 3 spells out state control over the Federation, and s. 7 of Ch. 1 lists activities prohibited to it. Ch. 5 provides for penalties and Ch. 6 contains transitory provisions.]

**TRINIDAD AND TOBAGO**

- 23/I Remuneration (Teaching Service) Order 1987. Legal Notice No. 9. (*Trinidad and Tobago Gazette*, 23 Jan.)

- 23/I Remuneration (Civil Service) Order 1987. Legal Notice No. 14. (ibid.)

[Provides that reference to increments in any written law made in or under the Civil Service Act shall cease to have effect.]

- 6/II Industrial Relations (Amendment) Act 1987. No. 3 (ibid., 11 May)

**TRINIDAD AND TOBAGO (cont.)**

[Adds the following new paragraph to s. 61 of the Industrial Relations Act (Chap. 88:01): “(d) where a period of three months of continuing industrial action has elapsed and there is a request to the Minister by either party to refer the dispute to the Court for final determination.”.]

**7/VIII Industrial Relations (Amendment) (No. 2) Act 1987. No. 18. (ibid., 14 Aug.)**

[Amends the definition of “Municipal Council” in s. 2 of the Industrial Relations Act (Chap. 88:01).]

**5/XII Shipping (Registration of Ships) Regulations 1987. Legal Notice No. 223. (ibid., 7 Dec.)**

[Issued under the Shipping Act 1987, which entered into force on 3 December 1987, pursuant to the Proclamation of that date (ibid., Legal Notice No. 220, p. 575). Inter alia, the Regulations provide for registration in case of alterations involving crew accommodations.]

**TUNISIA****12/VI Order of the Ministry of Social Affairs of 12 June 1987 determining the machines and machine parts which may not be used, placed on sale, sold or rented without protective devices. (*Journal officiel*, 3 July)**

[Provides for safety and protective measures for the use and repair of the machines concerned.]

**28/VIII Decree No. 87-1154 of 28 August 1987 laying down the conditions for deducting the vocational training levy within the framework of encouraging employment. (ibid., 8 Sep.)**

[Deduction for enterprises engaging young graduates, including those who have earned their degrees abroad. Sets forth the conditions for obtaining and administering this tax exemption.]

**UNITED KINGDOM****3/IV State Scheme Premiums (Actuarial Tables) Regulations 1987. Statutory Instrument No. 657**

[Prescribe tables for making calculations in relation to state scheme premiums; revoke previous Regulations on the same subject.]

**3/XII Control of Asbestos at Work Regulations 1987. S. I. No. 2115.**

[Contain requirements in relation to, inter alia, notification, information, instruction and training, monitoring of exposure and regular medical surveillance. Require employers to reduce exposure to lowest reasonably practicable level and provide protective equipment as necessary and protective clothing. Revoke, with certain excepted provisions, the Asbestos Regulations 1969 (S. I. 690) and regulation 6 of the Asbestos (Licensing) Regulations 1983 (S. I. 1649). Issued in pursuance of EC Council Directives Nos. 83/477/EEC and 76/769/EEC, as amended.]

**Bermuda****23/III Pensions (Increase) Order 1987. B.R. 6/87. (*Official Gazette*, 6 to 27 Mar.)**

[Increases pensions to which the Pensions (Increase) Act 1972 (No. 15) applies.]

**23/III Pensions (Public Service Superannuation Act 1981) (Increase) Order 1987. B.R. 7/87. (ibid.)****Caribbean and North Atlantic Territories****18/XII Cayman Islands (Constitution) (Amendment) Order 1987. S. I. No. 2199.**

[Amends the Constitution of the Cayman Islands (cf. Cayman Islands (Constitution) Order, S. I. 1972/1101, amended by S.I. 1984/126) in relation to elections.]

**Falkland Islands/Malvinas Islands****14/V Dangerous Goods Ordinance 1987. No. 3 (*Falkland Islands Gazette*, 29 May)**

[Inter alia, requires a licence for supplying labour for handling dangerous good on vessels (s. 8)]

**Gibraltar**

2/II Prison Regulations 1987. Legal Notice No. 29. (*Gibraltar Gazette*, 2 Feb.)

[Inter alia, governs work to which prisoners may be assigned and a wage-earning scheme (ss. 57–61).]

19/II Merchant Shipping (Amendment) Ordinance 1987. No. 4. (*ibid.*, 19 Feb.)

[Amends the law to extend the obligations of shipowners relating to the repatriation of masters and seamen, and relating to the registration of ships.]

18/V Merchant Shipping (Confirmation of Legislation) (Gibraltar) Order 1987. Legal Notice No. 109. (*ibid.*, 16 July)

[Confirms the Merchant Shipping (Amendment) Ordinance 1987 (*b*), which repealed certain provisions of the Merchant Shipping Act 1894 in relation to ships registered in Gibraltar.]

29/X Employment (Amendment) Ordinance 1987. No. 23. (*ibid.*, 29 Oct.)

[Amends the Employment Ordinance, in particular by adding a new s. 26A on detached workers.]

29/X Social Security (Employment Injuries Insurance) (Amendment) Ordinance 1987. No. 26. (*ibid.*)

[Amends the Social Security (Employment Injuries Insurance) Ordinance, in particular by adding a new s. 4A containing provisions on insurance coverage for mariners.]

**Hong Kong**

17/II Employees' Compensation Ordinance (Amendment of Second Schedule) Order 1987. L.N. 52. (*Hong Kong Government Gazette*, 27 Feb.)

[Amends the list of occupational diseases.]

26/III Interpretation and General Clauses (Amendment) Ordinance 1987. No. 18. (*ibid.*, 27 Mar.)

[In particular, adds new Part IIA: General Provisions as to Laws in Both Official Languages.]

25/VI Pension Benefits Ordinance 1987. No. 36. (*ibid.*, 26 June)

[Provisions for granting pension benefits in the public service. Fixes normal retirement age (60), circumstances in which a pension may be granted, retirement on account of injuries, pension for dependants, death gratuities, computation of benefits and so forth. Contains various amendments to the Pensions Ordinance (Cap. 89).]

2/VII Protection of Wages on Insolvency (Amendment) Ordinance 1987. No. 48/87. (*ibid.*, 3 July)

[Various amendments in relation to wages in lieu of notice, proof of wages owed and the period prior to insolvency. Revokes the Protection of Wages on Insolvency Regulations and makes consequential amendments to the Bankruptcy Ordinance and the Companies Ordinance.]

10/VII Employment (Amendment) Ordinance 1987 No. 55/87. (*ibid.*, 10 July)

[Amends ss. 6, 12 and 15(1) of the Employment Ordinance regarding the relationship of the period of maternity leave to the period of notice for termination, and notification of the cessation of pregnancy.]

**St. Helena**

9/III 'The Immigrants' Employment (Control) Ordinance 1987. No. 3. (*St. Helena Government Gazette*, 9 Mar.)

3/IV English Law (Application) Ordinance 1987. No. 16. (*ibid.*, 3 Apr.)

[Modifies and modernises the law in relation to the application of English Law in St. Helena and improves the procedures available for defining which English Laws apply and which do not.]

10/XII Pensions (Increase) Regulations 1987. Legal Notice No. 29. (*ibid.*, 10 Dec.)

[Contains definitions and states qualifying conditions for receiving a pension in cases of retirement, disability or survivorship. Issued under the Pensions Ordinance 1967.]

## UNITED STATES

- 5/I Amended text of 49 CFR Part 193: Fire Protection and Security of Waterfront Liquefied Natural Gas Facilities. (*Federal Register*, 8 Jan.)

[Extends the scope of existing standards to cover facilities at waterfront liquefied natural gas plants.]

- 12/I Revised text of 29 CFR Part 553: Application of the Fair Labor Standards Act to Employees of State and Local Governments. (*ibid.*, 16 Jan.; errata: *ibid.*, 23 Jan.)

[These Regulations implement ss. 2 to 6 of the Fair Labor Standards Amendments of 1985 (Public Law 99-150) concerning the application of the minimum wage and overtime pay provisions of the Fair Labor Standards Act (see LS 1966—USA 1 (cons.)) to state and local government employees. Subpart A contains rules on certain statutory exclusions and exemptions, compensatory time provisions and recordkeeping requirements. Subpart B defines the status of volunteers who are excluded from the definition of “employee” under the Act, and Subpart C concerns fire protection and law enforcement personnel. The newly restructured Regulations are in effect as from 17 February 1987.]

- 22/I Removal of 29 CFR Part 800: Equal Pay for Equal Work under the Fair Labor Standards Act. (*ibid.*, 23 Jan.)

[Issued by the Department of Labor to remove the interpretative regulations contained in 29 CFR Part 800, which were rendered obsolete and without legal effect by the publication of the Regulations contained in 29 CFR Part 1620, issued on 20 August 1986, by the Equal Employment Opportunity Commission pursuant to the Equal Pay Act (see s. 6(d) of the Fair Labor Standards Act (LS 1966—USA 1 (cons.)).]

- 6/II Revised text of 40 CFR Part 763: Asbestos Abatement Projects; Worker Protection. (*ibid.*, 25 Feb.; errata: *ibid.*, 30 Mar. 1987 and 15 Jan. 1988).

[Applies the asbestos workplace standards issued by the Occupational Safety and Health Administration in June 1986 to state and local government employees who are covered by the Environmental Protection Agency asbestos abatement worker protection rule. Contains provisions on exposure limits, respiratory protection, medical surveillance and other matters. In effect 27 March 1987.]

- 10/II Amended text of 8 CFR Part 214: Temporary Alien Workers Seeking Classification Under the Immigration and Nationality Act. (*ibid.*, 26 Feb. 1987)

- 11/III Revised texts of 10 CFR Parts 19, 20, 21, 30, 39, 40, 51, 70, 71 and 150: Licenses and Radiation Safety Requirements for Well Logging. (*ibid.*, 17 Mar.)

[Regulations specifying radiation safety requirements and licence requirement for the use of licensed radioactive materials in well logging (method of exploring for oil, gas, coal and other mineral deposits.)]

- 13/III Rescission of 29 CFR 860.120(f)(1)(iv)(B): Pension and Retirement Plans. (*ibid.*, 18 Mar.)

[This rescission by the Equal Employment Opportunity Commission concerns interpretations of the Age Discrimination in Employment Act (LS 1967—USA 1) in relation to employer contributions to pension and retirement plans for employees who continue to work beyond normal retirement age.]

- 27/III Revised text, of 20 CFR Part 10: Claims for Compensation under the Federal Employees' Compensation Act, as amended. (*ibid.*, 1 Apr.)

[Revised Regulations under the Federal Employees' Compensation Act (Public Law 89-554 of 6 September 1966, as amended, 5 USC sec. 8108 et seq.) governing benefits to federal employees injured or killed in the performance of duty. Inter alia, covers special categories of employees not previously addressed by regulation and establishes procedures for reducing monetary compensation for failure or refusal to participate in vocational rehabilitation efforts. Issued by the Office of Workers' Compensation Programs of the Department of Labor.]

- 27/III Amended text of 40 CFR Part 716: Health and Safety Data Reporting; Submission of Lists and Copies of Health and Safety Studies on Certain Substances. (*ibid.*, 1 May)

[Adds 102 chemical substances to the list appended to the Health and Safety Data Reporting Rule, 40 CFR Part 716.]

- 2/IV Revised text of 20 CFR Part 656: Labor Certification Process for the Permanent Employment of Aliens in the United States; Establishment of Board of Alien Labor Certification Appeals. (*ibid.*, 8 Apr.)

## UNITED STATES (cont.)

[Revised procedures in relation to the newly established Board.]

- 2/IV Text of 29 CFR Part 33: Enforcement of Nondiscrimination on the basis of handicap in programs or activities conducted by the Department of Labor. (ibid., 9 Apr.)

[Issued under s. 504 of the Rehabilitation Act of 1973. Effective date: 11 May 1987.]

- 7/IV Federal Employees' Retirement System Act of 1986: Technical Amendments. Public Law 100-20, 100th Congress, H.R. 1505. (*US Code Congressional and Administrative News*, May 1987)

- 17/IV Amended text of 40 CFR Parts 300 and 355: Extremely Hazardous Substances List and Threshold Planning Quantities; Emergency Planning and Release Notification Requirements. (*Federal Register*, 22 Apr.; errata: ibid., 27 Apr.)

[Contains an extensive list of extremely hazardous substances in an Appendix.]

- 23/IV Amended text of 29 CFR Parts 1910 and 1926: Occupational Exposure to Asbestos, Tremolite, Anthophyllite and Actinolite. (ibid., 30 Apr.)

[Minor confirming amendments to the asbestos standards which were published in the *Federal Register* of 20 June 1986, and extension to 21 July 1988 of the stay issued in regard to non-asbestiform tremolite, anthophyllite and actinolite.]

- 27/IV Amended text of 29 CFR Part 1928: Field Sanitation. (ibid., 1 May)

[Adds a new occupational safety and health standard which requires employers of 11 or more hand-labourers in agricultural field work to provide toilets, potable drinking water and handwashing facilities in the field without cost to these employees. In effect 30 May 1987. The introductory note to the standard contains statistics on field labourers and a table outlining field sanitation standards of the states.]

- 27/IV Amended text of 29 CFR Part 1910: Hazardous Waste Operations and Emergency Response; Corrections. (ibid., 4 May)

[Corrections to the rule on employee protection at hazardous waste operations and in emergency response situations, published in Vol. 51 of the *Federal Register*, 19 Dec. 1986, pp. 45654 et seq.]

- 4/V Amended text of 40 CFR Parts 796, 797 and 798: Revision of TSCA Test Guidelines. (ibid., 20 May)

[Amends guide-lines for testing under the Toxic Substances Control Act (TSCA), including those for measuring various health effects.]

- 5/V Corrected text of 29 CFR Parts 1910 and 1926: Occupational Exposure to Asbestos, Tremolite, Anthophyllite and Actinolite: Corrections and Information Collection Requirements Approval. (ibid., 12 May)

[Technical amendments to the asbestos standards which were published in the *Federal Register* of 20 June 1986.]

- 21/V Amended text of 10 CFR Parts 70, 72, 73 and 74: Changes to Safeguards Reporting Requirements. (ibid., 9 June)

[Issued by the Nuclear Regulatory Commission in relation to reporting damage to or malfunctioning of reactors, theft of nuclear material, etc.]

- 27/V Amended text of 46 CFR Part 10: Licensing of Pilots. (ibid., 16 Oct.)

[Contains professional requirements for licensing vessels pilots.]

- 27/V Amended text of 46 CFR Parts 10 and 15: Licensing of Officers and Operations for Mobile Offshore Drilling Units. (ibid.)

[Deals with the licensing of officers on mobile offshore drilling units and the manning of these vessels.]

- 28/V Amended text of 7 CFR Part 246: Special Supplemental Food Program for Women, Infants and Children. (ibid., 4 June)

- 3/VI Amended text of 46 CFR Parts 1, 10, 15, 26, 35, 157, 175, 185, 186 and 187: Licensing of Maritime Personnel (ibid., 16 Oct.)

[Amends the regulations governing the licensing of individuals, the registration of staff officers and the manning of vessels.]

**UNITED STATES (cont.)**

- 18/VI Amended text of 29 CFR Part 1625: Age Discrimination in Employment. (ibid., 25 June)  
[Transfers interpretations issued by the Department of Labor Wage and Hour Division to the portion of the Code of Federal Regulations assigned to the Equal Employment Opportunity Commission.]
- 22/VI Removal of 29 CFR Part 860: Age Discrimination in Employment. (ibid.)  
[Removal occasioned by the adoption by the Equal Employment Opportunity Commission of provisions formerly under the jurisdiction of the Department of Labor Wage and Hour Division.]
- 23/VI Revised text of 29 CFR Part 101: Time Periods for Responding to Board Action; Revision of Statements of Procedure. (ibid., 26 June)  
[Procedures before the National Labour Relations Board in relation to unfair labour practice charges, trade union representation and definition of bargaining units, inter alia.]
- 25/VI Revised text of 5 CFR Part 890: Guidelines for Participating in the Federal Employees Health Benefits Program. (ibid.)
- 26/VI Revised text of 30 CFR Part 57: Safety Standards for Methane in Metal and Nonmetal Mines. (ibid., 1 July)
- 26/VI Revised text of 29 CFR Part 516: Fair Labour Standards Act; Records to be kept by Employers. (ibid.)  
[Revised recordkeeping regulations, including special rules applicable in regard to employees falling within various minimum wage and/or overtime pay exemptions under the Fair Labor Standards Act (LS 1966—USA 1 (cons.)).]
- 7/VII Amended text of 20 CFR Part 404: Federal Old-Age, Survivors and Disability Insurance; Wage Coverage. (ibid., 11 Aug.)  
[Revises five Social Security Administration regulations on the treatment of wages for purposes of calculating social security contributions. Effective 11 August 1987.]
- 10/VII Amended Text of 29 CFR Part 1601: Procedural Regulations; No Cause Determinations. (ibid., 17 July)  
[Adopts an Equal Employment Opportunity Commission rule providing for review of district directors' determinations which find no reasonable cause to believe that an act of unlawful employment discrimination under Title VII of the Civil Rights Act (LS 1964—USA 1 (extracts), 1972—USA 1) has occurred.]
- 22/VII/ Stewart B. McKinney Homeless Assistance Act. Public Law 100-77 (H.R. 558). (*US Code Congressional and Administrative News*, Sep. 1987)  
[The Act is designed to protect the safety and improve the lives of homeless persons, with a special emphasis on elderly persons, handicapped persons and families with children. It establishes the Interagency Council on the Homeless (Title II) and the Federal Emergency Management Food and Shelter Program (Title III). Title VII provides for special education, training and community service programmes for the homeless. The Act also addresses housing assistance (Title IV), health care services (Title VI), food assistance (Title VIII) and extension of the Veterans' Job Training Act (Title IX).]
- 28/VII Amended text of 8 CFR Part 210: Special Agricultural Workers. (*Federal Register*, 31 July)  
[Incorporates various amendments to the regulations governing the Special Agricultural Worker Program established by the Immigration Reform and Control Act of 1986 (LS 1986—USA 1 (extracts)).]
- 30/VII Reaffirmation of final rule contained in 29 CFR Part 1625. (ibid., 8 Sep.)  
[States that the Equal Employment Opportunity Commission's Interpretative Regulation, set forth at 29 CFR 1625.13: Apprenticeship Programs under the Age Discrimination in Employment Act of 1967 (LS 1967—USA 1), remains in force. Under the reaffirmed Regulations, bona fide apprenticeship programmes are not subject to the provisions of that Act.]
- 3/VIII Amended text of 49 CFR Parts 171, 172 and 173: Bulk Packagings and Miscellaneous Amendments. (ibid., 10 Aug.)



## UNITED STATES (cont.)

[Deals with improving safety in the transport of hazardous materials.]

- 3/VIII Amended text of 42 CFR Parts 435 and 436: Medicaid Program; Coverage of Qualified Pregnant Women and Children and Newborn Children.

[Adds two mandatory eligibility groups to those entitled Medicaid (health care) coverage: qualified pregnant women and certain children under the age of five and newborn children of women who are eligible for Medicaid.]

- 6/VIII Amended text of 29 CFR Part 1627: Legislative Regulation and Administrative Exemption allowing for Non-EEOC Supervised Waivers under the ADEA [Age Discrimination in Employment Act]. (ibid., 27 Aug.)

[Permits knowing and voluntary waivers and releases of private rights under the Age Discrimination in Employment Act without the prior approval of the Equal Employment Opportunity Commission.]

- 18/VIII Medicare and Medicaid Patient and Program Protection Act of 1987. Public Law 100-93 (100th Congress, H.R. 1444). (*US Code Congressional and Administrative News*, Oct. 1987)

[An Act to amend Titles XI, XVIII and XIX of the Social Security Act to protect beneficiaries under the health care programmes of that Act from unfit health care practitioners, and otherwise to improve the antifraud provisions relating to those programmes.]

- 19/VIII Amended text of 29 CFR Parts 1910, 1915, 1917, 1918, 1926 and 1928: Hazard Communication. (*Federal Register*, 24 Aug.)

[The amendments extend the scope of application of the Hazard Communication Standard (20 CFR Part 1910.1200, published in the *Federal Register* of 25 November 1983, p. 53280 et seq.), issued by the Occupational Safety and Health Administration, to non-manufacturing employers (e.g. in shipyard employment, longshoring, construction, agriculture). Henceforth both manufacturing and non-manufacturing employers are required to establish hazard communication programmes to transmit information on the hazards of chemicals to their employees by means of labels on containers, safety data sheets showing the composition of materials and training programmes. Issued under the Occupational Safety and Health Act (LS 1970—USA 1).]

- 1/IX Amended text of 29 CFR Part 1910: Occupational Exposure to Benzene. (ibid., 11 Sep.)

[This revised standard issued by the Occupational Safety and Health Administration applies to all employers covered by the Occupational Safety and Health Act (LS 1970—USA 1). It reduces the permissible exposure limit from 10 parts benzene per million parts of air to an eight-hour time-weighted average of 1 part per million and a short-term exposure limit of 5 parts per million. The revision adds a new s. 1910.1028 and Appendices A, B, C, D and E to Subpart Z of Part 1910 of vol. 29 of the Code of Federal Regulations. Effective date 10 December 1987.]

- 3/IX Amended text of 33 CFR Parts 4 and 126; new Part 127: Liquefied Natural Gas Waterfront Facilities. (ibid., 5 Feb. 1988)

[Establishes safety standards for the design, construction, equipment, operations, maintenance, personal training, firefighting and security at such facilities.]

- 22/IX Revised text of 46 CFR Part 160: Lifesaving Equipment Immersion Suits. (ibid., 22 Oct.)

[Intended to bring regulations on immersion suits into conformity with the International Convention for Safety of Life at Sea.]

- 23/IX Amended text of 29 CFR Part 1926: Revision of Construction Industry Test and Inspection Records. (ibid., 28 Sep.)

[Reduces recordkeeping requirements for construction industry employers under the Occupational Safety and Health Act (LS 1970—USA 1).]

- 28/IX Amended text of 5 CFR Part 843: Federal Employees Retirement System; Death Benefits and Employees Refunds. (ibid., 29 Sep.)

- 30/IX Text of 28 CFR Part 44: Unfair Immigration-Related Employment Practices. (ibid., 6 Oct.)

[Establishes standards and procedures for the enforcement of s. 102 of the Immigration Reform and Control Act of 1986 (LS 1986—USA 1 (extracts)). That section makes it an unfair immigration-related employment practice to discriminate against an individual in hiring, discharging or recruiting or referring for a fee because of an individual's national origin or, in

**UNITED STATES (cont.)**

specified cases, his or her citizenship status. These regulations contain definitions of prohibited practices and set forth the procedures applicable to charges of discrimination.]

- 3/XI Fishermen's Protective Act: Reauthorization, Public Law 100-151 (H.R. 2893). (*US Code Congressional and Administrative News*, Dec. 1987)

[Extends and amends in minor respects the Act of 20 August 1987 temporarily restricting the ability to document foreign-built fish processing vessels under the laws of the United States (Public Law 100-111).]

- 13/XI Text of 28 CFR Part 68: Rules of Practice and Procedure for Administrative Hearings Before Administrative Law Judges in Cases Involving Allegations of Unlawful Employment of Aliens and Unfair Immigration-Related Employment Practices. (*Federal Register*, 24 Nov.)

[Issued under the Immigration Reform and Control Act of 1986 (LS 1986—USA 1).]

- 16/XI Amended text of 29 CFR Part 2700: Amendment of Commission Procedural Rule. (*ibid.*, 23 Nov.)

[Concerns the procedure by which a complainant may file discrimination complaint on his or her own behalf under the Federal Mine Safety and Health Act of 1977.]

- 29/XI Older Americans Act Amendments of 1987. Public Law 100-175 [H.R. 1451]. (*US Code Congressional and Administrative News*, Jan. 1988)

[Amends the Older Americans Act of 1965, 42 U.S.C. Sec. 3001 et seq., to provide, inter alia, for grants to states in relation to services for home health care, services for frail, low-income and disabled elderly persons, and so forth.]

- 3/XII Amended text of 5 CFR Part 351: Reduction in Force. (*Federal Register*, 4 Dec.)

[Provides that an employee of the federal Government who has been furloughed for more than 30 days, separated or demoted by a reduction in force may appeal to the Merit Systems Protection Board.]

- 14/XII Amended text of 29 CFR Parts 2613, 2617 and 2619: Guaranteed Benefits; Determination of Plan Sufficiency and Termination of Sufficient Plans; Valuation of Plan Benefits in Single-Employer Plans. (*ibid.*, 15 Dec.)

[Concerns, inter alia, the circumstances under which benefits in a terminated single-employer pension plan may be paid as a lump sum rather than as an annuity.]

- 16/XII Revised text of 5 CFR Part 831: Retirement Law Enforcement Officers and Firefighters. (*ibid.*, 17 Dec.)

[Regulations on the special retirement system for such employees under civil service retirement law.]

- 16/XII Revised text of 40 CFR Part 355: Extremely Hazardous Substance List. (*ibid.*)

[Removes "bacitracin" from the list of extremely hazardous substances published on 17 November 1986 under the Superfund Amendments and Reauthorization Act of 1986 (Public Law No. 99-499).]

- 16/XII Revised text of 40 CFR Part 355: Extremely Hazardous Substances List. (*ibid.*)

[Removes three substances from the list of extremely hazardous substances published on 17 November 1986 under the Superfund Amendments and Reauthorization Act of 1986 (Public Law No. 99-499).]

- 24/XII Revised text of 29 CFR Parts 1910 and 1917: Grain Handling Facilities. (*ibid.*, 31 Dec.)

[Sets minimum requirements for the control of fires, grain dust explosions and other safety hazards associated with grain handling facilities.]

**URUGUAY**

- 28/I Decision No. 35 of 28 January 1987 to establish an inter-institutional committee to do a comprehensive diagnostic study of the social security system. (*Diario Oficial*, 24 Mar.)

[The committee is to be composed of representatives of the Ministry of Labour and Social Security, the Ministry of Economy and Finance, the Office of Planning and Budgeting and the Social Welfare Fund, and is to fulfil the goal stated.]

## URUGUAY (cont.)

- 29/I Decision of the Ministry of Labour and Social Security to provide for publication of the Decision declaring as unhealthful the work performed by rural workers in establishments which slaughter animals and which do not have a slaughterer within regulatory terms. (ibid., 31 Mar.)

[Provides that "in accordance with ILO Convention No. 121, rural workers suffering from watery tapeworm-induced cysts shall be considered as suffering from an occupational disease". In addition, provides that rural workers in the establishments involved shall undergo periodic medical examinations every six months, at the cost of the employer.]

## USSR

- 13/I Council of Ministers Resolution on the procedure of setting up on the territory of the USSR of joint enterprises with the participation of Soviet organisations and firms of capitalist and developing countries, and on their activities. (*Moscow News*, Supplement, 1987, No. 7)

[(English translation of the version published in *Pravda* on 27 January 1987.) This Resolution complements the Decree on issues related to the setting up on the territory of the USSR of joint enterprises, international associations and organisations with the participation of Soviet and foreign organisations, firms and bodies of management, and to their activities. That Decree was adopted by the Presidium of the USSR Supreme Soviet on 13 January 1987. The Resolution addresses the basic aims of and procedures for setting up joint venture enterprises, their activities, financing, taxation, personnel, and winding-up. Remuneration, working conditions, social security and social insurance of all persons working in such enterprises are to be governed by Soviet legislation unless provided otherwise by treaty.]

- 5/III Decree No. P55/IV-6629/XI/291 of the Central Committee of the CPSU, the Presidium of the Supreme Soviet, the Council of Ministers, the Central Council of Trade Unions of the USSR and the Communist Youth Organisations (Komosol), regarding the introduction of procedures for staff evaluation in the public administration and social organisations. (*Vedomosti Verkhovnogo Soveta SSSR*, 25 Mar.)

- 13/III Circular No. 249 of the Ministry of Higher Education and Technical and Vocational Secondary Education of the USSR, regarding measures designed to significantly improve the quality of training and the use of university-level specialists in the national economy. (*Byulleten Ministerstva Vysshego i Srednego Spetsialnogo Obrazovaniya SSSR*, June 1987)

- 27/III Order No. 186/234/5/34/23-3 of the State Committee on Labour and Social Affairs, the Ministry of Higher Education and Technical and Vocational Secondary Education, the State Committee on Vocational and Technical Instructions, the State Planning Committee and the Ministry of Finance of the USSR, approving model regulations for training centres in industrial groups, enterprises and various organisations (ibid., Sep. 1987)

[The model regulations set forth the conditions for the establishment and functioning of new and experimental training centres for the dissemination of new technology.]

- 31/III Circular No. 243 of the Ministry of Higher Education and Technical and Vocational Secondary Education, regarding Order No. 329 of 13 March 1987 of the Central Committee of the CPSU, the Council of Ministers and the Central Council of Trade Unions of the USSR, concerning remuneration increases for employees of establishments of higher education. (ibid., July 1987)

[Provides, inter alia, that employees of such establishments, except for the teaching staff, can receive wage increases of up to 50 per cent in case of additional functions, a broadening of their sphere of activity or an increase in the volume of work. Certain categories of staff may receive production bonuses of up to 30 per cent of their base salary.]

- 7/V Order No. 294/14-38 of the State Committee on Labour and Social Affairs of the USSR and the Secretariat of the Central Council of Trade Unions of the USSR, approving the commentary on "The system of granting increased remuneration and supplementary leave for night and evening work, provided for the Order No. 194 of 12 February 1987, issued by the Central Committee of the CPSU, the Council of Ministers and the Central Council of Trade Unions of the USSR". (*Byulleten Gosudarstvennogo Komiteta SSSR po Trudu i Sotsialnym Voprosam*, 1987, No. 9)

- 30/VI Act No. 7287-XI of the USSR on the procedure for instituting court proceedings to challenge unlawful acts by public officials which infringe the rights of citizens. (*Vedomosti Verkhovnogo Soveta SSSR*, 1 July)

**USSR (cont.)**

[Confers upon every citizen the right to institute court proceedings to challenge the above-mentioned acts. Also sets forth the conditions for making a complaint, its examination and investigation, the conditions in which the court, having jurisdiction, may pronounce judgment and the possibility of an appeal against it. Also defines the scope of application of the Act.]

- 30/VI Decree No. 7283-XI of the Supreme Soviet of the USSR regarding the restructuring (perestroika) of the management of the national economy in the current stage of the country's development. (ibid.)

[General comments and instructions for the implementation of restructuring (perestroika) in the economic sphere.]

- 30/VI Law of the Union of Soviet Socialist Republics on state enterprises (amalgamations) (LS 1987—USSR 1).

[This Act lays down the economic and legal principles governing the economic activities of socialist state-run enterprises (amalgamations). According to the preamble, it affords work collectives greater scope in running enterprises and defines the relationships between such enterprises and state bodies. It provides for greater application of commercial management methods and the use of full profit-and-loss accounting and self-financing. The Act contains provisions regarding remuneration (s. 3(2)), work-collective councils of enterprises (s. 7), personnel (s. 8), social development of work collectives (s. 13) and labour and wages (s. 14), inter alia.]

- 30/VI Decree No. 7285-XI implementing the Law of the Union of Soviet Socialist Republics on state enterprises (amalgamations) [LS 1987—USSR 1]. Dated 30 June 1987. (ibid.)

[Decree empowering the Council of Ministers of the USSR and the Presidium of the Supreme Soviet of the USSR to take measures up to 1 January 1988 to implement the Act on state enterprises and calling upon the supreme soviets of the federated Republics to bring their legislation into conformity with that USSR Act.]

- 30/VI Decree No. 7288-XI of the Supreme Soviet of the USSR regarding the procedure for applying Act No. 7287-XI of 30 June 1987 on the procedure for instituting court proceedings to challenge unlawful acts by public officials which infringe the rights of citizens. (ibid.)

- 2/IX Decree No. 7639-XI of the Presidium of the Supreme Soviet of the USSR granting additional benefits to pregnant workers and to women workers with young children. (*Vedomosti Verkhovnogo Soveta SSSR*, 9 Sep.)

[This Decree amends, inter alia, s. 26 of the fundamental principles governing the labour legislation of the USSR, approved by the Act of 15 July 1970 of the USSR (LS 1970—USSR 1), in relation to reduced working hours, and amends and supplements s. 69. It also recasts s. 70 regarding transfers to lighter work for pregnant women and women with children under 18 months of age.]

**RSFSR**

- 24/II Ordinance of the Presidium of the Supreme Soviet of the RSFSR amending and supplementing the Civil Code and other enactments of the RSFSR. (ibid., 26 Feb.)

[Amends and supplements various sections regarding, inter alia, the responsibility of legal persons, socialist and private property, property belonging to collective farms and co-operative organisations, trade unions and other social organisations, the responsibility of citizens engaged in individual occupational activity, and liability in case of damage caused by unlawful acts of state or social organisations or by officials of the public administration.]

**ZAMBIA**

- 20/II Minimum Wages and Conditions of Employment (Shop Workers) Order 1987. S.I. No. 67. (*Government Gazette*, 27 Feb.)

[The conditions of employment include hours of work, overtime, paid leave, sick leave, maternity leave, redundancy, retirement age, medical discharge and various allowances. Revokes the 1985 Order on this subject.]

- 31/III Land (Conversion of Titles) (Definition of non-Zambian) Regulations 1987. S.I. No. 95. (ibid., 10 Apr.)

**ZAMBIA (cont.)**

[Provides, inter alia, that every trade union registered under the Industrial Relations Act (LS 1971—Zam. 2), employers' associations registered under that Act whose membership includes fewer than 30 percent non-Zambians and certain co-operative societies shall qualify as Zambian for purposes of the Land (Conversion of Titles, Act.)]

2/IV Public Service Commission (Amendment) Regulations 1987. S.I. No. 91. (ibid., 3 Apr.)

[Amends Regulations 13, 21, 26, 27, 32, 34, 40 and 43 of the Public Service Commission Regulations, in particular regarding the filling of vacancies and retirement in the public or the national interest or on medical grounds.]

20/IV The Teaching Service (Pensions) (Amendment) Regulations 1987. S.I. No. 98. (ibid., 27 Apr.)

[Amends or replaces most of the regulations contained in the Teaching Service (Pensions) Regulations, particularly in regard to contributions, retirement age and compulsory retirement, partial lump-sum payments, the calculation of pensions and survivors' benefits. New Regulations 4 and 4A establish the Teaching Service (Pensions) Fund and its Board.]

8/V Local Administration Service Regulations 1987. S.I. No. 101. (ibid., 18 May)

[Part I contains definitions and scope of application; Part II governs administration and appointments to the local administration service; Part III, discipline; Part IV, revision and inspection; and Part V, appeals. Part VI provides, inter alia, for the revocation of the 1975 Local Government Service Regulations.]

14/V Trade Unions (Deductions of Subscriptions) (No. 2) Order 1987. S.I. No. 104. (ibid., 22 May)

[Inter alia, revokes Statutory Instrument No. 164 of 1983.]

9/VI The Trade Unions (Deduction of Subscriptions) (General Revocations) Order 1987. S.I. No. 124. (ibid., 12 June)

[Revokes 15 Statutory Instruments issued from 1973 to 1987 under the Industrial Relations Act (LS 1971—Zam. 2).]

30/VI Trade Unions (Deduction of Subscriptions) (General Revocations) (Amendment) Order 1987. No. 137. (ibid., 26 June)

[Amends the list of statutory instruments in the schedule attached to the Trade Unions (Deduction of Subscriptions) (General Revocations) Order 1987 (S.I. No. 124).]

25/IX Posts and Telecommunications Act 1987. No. 18. (ibid., 25 Sep.)

[Provides for the reorganisation of the postal and telecommunications administration; repeals the Posts and Telecommunications Corporation Act (Cap. 785). Sets forth, in s. 6, the terms of service of employees upon their voluntary transfer to the new entity.]

20/X The Corrupt Practices (Prohibition of Abuse of Information Obtained in Official Capacity) Regulations 1987. S.I. No. 211. (ibid., 30 Oct.)

22/X The Corrupt Practices (Disclosure by Public Officials of Interest in Contracts and Proposed Contracts) Regulations 1987. S.I. No. 210. (ibid.)

## INTERNATIONAL

### Algeria—Italy

28/II Agreement on maritime transport and navigation between the Government of the People's Democratic Republic of Algeria and the Government of the Republic of Italy. Done at Algiers. (Algeria: *Journal officiel*, 7 Oct.)

[Contains in particular provisions regarding the status and identity documents of seafarers (ss. 10 to 14).]

### Argentina—Spain

29/X Special accord between the Kingdom of Spain and the Republic of Argentina for the development of co-operation programmes in the field of labour and social affairs. Done at Buenos Aires. (Spain: *Boletín Oficial del Estado*, 29 Feb. 1988)

**Austria—Canada**

24/II Agreement on Social Security between Canada and the Republic of Austria. Done at Vienna. (Canada: *Gazette du Canada/Canada Gazette*, 25 Nov.)

[Determines in particular the applicable legislation (Title II) as well as benefits (Titles III and IV) payable to nationals of the two countries. In force 1 November 1987.]

**Austria—Finland**

15/VI Accord regarding the implementation of the Agreement between Austria and Finland on social security [of 11 December 1985]. Done at Helsinki. Text 350. (Austria: *Bundesgesetzblatt*, 28 July)

[Entry into force 1 July 1987.]

**Austria—Liechtenstein**

22/X Second Supplementary Agreement to the Agreement of 26 September 1968 between the Principality of Liechtenstein and the Republic of Austria in the field of social security. Done at Vaduz. (*Liechtensteinisches Landesgesetzblatt*, 22 Dec.)

[Various amendments, with different dates for entry into force.]

**Austria—Portugal**

14/V Agreement on the application of the Convention between the Republic of Austria and the Republic of Portugal on social security. Done at Vienna. Text No. 227. (Austria: *Bundesgesetzblatt*, 16 June)

[Adopted within the framework of the Supplementary Accord for the application of the European Convention on Social Security. Contains special provisions on benefits in case of maternity, sickness and unemployment and on family allowances, as well as covering procedural matters.]

**Canada (Québec)—Germany, Federal Republic of**

14/V Accord on social security between the Government of Québec and the Government of the Federal Republic of Germany. Done at Québec. (Canada: *Gazette officielle du Québec*, 2 Dec.)

[Specifies the scope of application of the accord and the applicable law (ss. 2 to 10). Also contains provisions on various benefits which may be paid (ss. 11 to 13) as well as on the means of applying for and paying such benefits (ss. 14 to 22). Includes a final protocol which forms part of the accord as well as an arrangement on its application.]

**Canada—Netherlands**

26/II Administrative arrangement for the application of the Social Security Agreement between the Kingdom of the Netherlands and Canada. Done at The Hague. (Netherlands: *Tractatenblad*, 23 Apr.)

[Indicates the co-ordinating bodies; contains provisions on the applicable legislation and benefits.]

**Cape Verde—Netherlands**

14/X Social Security Convention of 18 November 1981 between the Kingdom of the Netherlands and the Republic of Cape Verde, together with Final Protocol. Done at The Hague. (Netherlands: *Staatsblad*, 24 Nov.)

[Ratified by the Netherlands in the Act of 18 October 1987.]

**Congo—Senegal**

11/V Co-operation agreement between the Government of the Republic of Senegal and the Government of the People's Republic of the Congo in the field of merchant shipping. Done at Brazzaville. (Senegal: *Journal officiel*, 6 Feb.)

**Congo—Senegal (cont.)**

[Provisions regarding the status of vessels and seafarers (identity documents, embarkation, etc.).]

**Cote d'Ivoire—France**

19/II Decree No. 87-123 of 19 February 1987 publishing the social security convention between the Government of France and the Government of the Republic of Côte d'Ivoire (including two protocols). Done at Paris 16 January 1985. (France: *Journal officiel*, 25 Feb.)

[The text of the convention, which entered into force 1 January 1987, appears in an appendix.]

**Djibouti—France**

28/I Maritime agreement between the Government of France and the Government of Djibouti. Done at Djibouti. (France: *Journal officiel*, 28 Aug.)

[Contains provisions concerning the system of ship utilisation (Title I) and co-operation in regard to the merchant marine (Title II). Provides in particular for co-operation between the two countries in relation to staff training (s. 8) and implementation of programmes on naval equipment, construction and repairs (s. 10). Contains a list of international Conventions, including the Seamen's Articles of Agreement Convention, 1926 (No. 22), in an appendix.]

**EEC**

2/III Council Directive 87/164/EEC of 2 March 1987 amending, on account of the accession of Spain, Directive 80/987/EEC on the approximation of the laws of the Member States relating to the protection of employees in the event of the insolvency of their employer. (*Official Journal of the European Communities*, 11 Mar.)

[Exempts, for Spain, domestic servants employed by an individual.]

31/VII Commission Decision 87/467/EEC of 31 July 1987 setting up a Joint Committee on Maritime Transport. (*ibid.*, 4 Sep.)

[The Committee is to assist the Commission in formulating and implementing Community policy aimed at improving and harmonising living and working conditions in maritime transport, *inter alia*.]

31/VII Commission Decision 87/447/EEC of 31 July 1987 amending Commission Decision 85/516/EEC relating to the setting up of a Joint Committee on Road Transport. (*ibid.*, 22 Aug.)

[Changes in composition of the Committee, on which employers' and employees' representatives serve, and in its functions.]

31/VII Commission Decision 87/446/EEC of 31 July 1987 amending Decision 74/441/EEC relating to the setting up of a Joint Committee on Social Problems in Sea Fishing. (*ibid.*)

[Changes in the composition of the Committee, on which employers' and employees' representatives serve.]

31/VII Commission Decision 87/445/EEC of 31 July 1987 amending Decision 74/442/EEC relating to the setting up a Joint Committee on Social Problems of Agricultural Workers. (*ibid.*)

[Changes in the composition of the Committee, on which employers' and employees' representatives serve.]

3/VIII Council Directive 87/432/EEC of 3 August 1987 on the eighth adaptation to technical progress of Directive 67/548/EEC on the approximation of laws, regulations and administrative provisions relating to the classification, packaging and labelling of dangerous substances. (*ibid.*, 21 Aug.; errata, *ibid.*, 11 Feb. 1988)

24/XI Commission Recommendation (87/567/EEC) of 24 November 1987 on vocational training for women. (*ibid.*, 4 Dec.)

[Recommends various measures; particularly aimed at training in fields where women are under-represented.]

1/XII Council Decision (87/569/EEC) of 1 December 1987 concerning an action programme for the vocational training of young people and their preparation for adult and working life. (*ibid.*, 10 Dec.)

**Finland—Spain**

- 12/VI Administrative Agreement for the application of the social security Convention between Spain and the Republic of Finland, together with appendix. Done at Helsinki on 19 December 1985. (Spain: *Boletín Oficial del Estado*, 14 July)

**France—United States**

- 2/III Social Security Agreement between the Government of the Republic of France and the Government of the United States of America. Done at Paris. (France: *Journal officiel*, 8 May 1988)

[Part I: General provisions. Part II: Provisions on insurance. Part III: Provisions on old-age, survivors' and invalidity benefits. Part IV: Miscellaneous provisions. Part V: Transitional and final provisions.]

- 10/VII Agreement on social security between the Government of the Republic of France and the Government of the United States of America. Done at Paris on 2 March 1987. (*ibid.*, 12 July 1987)

[Act authorising approval of the agreement.]

**Italy—Senegal**

- 4/VII Agreement on co-operation between Italy and Senegal regarding technical co-operation staff. (Italy: *Gazzetta Ufficiale*, 15 Oct.)

[Sets forth the functions of the technical staff as well as their status. Entry into force 4 July 1987.]

**Italy—Venezuela**

- 1/IV Accord on scientific and technical co-operation between Italy and Venezuela. Done at Caracas. (*ibid.*)

[Sets forth the means of co-operation, including in particular the undertaking of research and technological development projects, the exchange and training of staff, information exchange, and the organisation of seminars, conferences and courses. Entry into force upon an exchange of notes.]

**Netherlands—Switzerland**

- 16/I Administrative accord supplementary to the administrative accord of 29 May 1970 determining the means of application for the social security Convention concluded by Switzerland and the Netherlands on 27 May 1970. Done at Bern and The Hague 16 January and 9 February 1987. (Switzerland: *Recueil des lois fédérales/Sammlung der eidgenössischen Gesetze*, 26 May)

[Amends arts. 1(1) (1)(c), 3(2), 3(4), 4(1), 20, 21, 22(2), 23, 24(2) and 25 of the administrative accord, particularly in regard to benefits in case of occupational injury or illness, sickness insurance and other matters. Entry into force 1 April 1987.]

- 9/II Administrative arrangement supplementary to the administrative arrangement of 29 May 1970 setting forth the means of application of the Social Security Convention concluded between the Netherlands and Switzerland on 27 May 1970. Done at The Hague. (Netherlands: *Tractatenblad*, 3 Apr.)

[In accordance with its art. 10, the accord entered into force on 1 April 1987. Arts 1(1), 3(2), 3(4), 4(1), 20, 21, 22, 23, 24(4) and 25 of the administrative arrangement of 29 May 1970 are amended.]

**Peru—Spain**

- 18/II Additional Agreement between Spain and Peru on international technical co-operation in the social and labour fields. Done at Lima. (Spain: *Boletín Oficial del Estado*, 18 Mar.)

[The Agreement shall apply provisionally as from 1 January 1987 and shall definitively enter into force on the date of notification that the parties' respective constitutional requirements have been met.]



**Portugal—Uruguay**

5/VI Administrative agreement between the Republic of Uruguay and the Republic of Portugal regarding application of the Ibero-American Convention on Social Security of 26 January 1978. Done at Lisbon 29 May 1987. (Portugal: *Diário da República*, 1 July)

[This agreement consists of the following titles: Title I, general provisions; Title II, old age, invalidity and survivors' benefits; and Title III, miscellaneous and final provisions.]