

## LIST OF RECENT LEGISLATION

*This list indicates the more important enactments on labour, social security and related subjects noted in the official gazettes recently received by the International Labour Office.*

[This cumulative list, arranged in chronological order by country, contains the texts recorded in 1986.]

### ALGERIA

1/X/1985 Decree No. 85-243 laying down model rules for national institutions of advanced training. (*Journal officiel*, 2 Oct.)

17/XII/1985 Decree No. 85-306 to establish a general inspectorate for educational activities attached to the Ministry of higher education. (*ibid.*, 18 Dec.)

9/II/1986 National Charter. (*ibid.*, 16 Feb.)

[The new National Charter promulgated on 16 February 1986 is a constitutional document. It is a sequel to a number of basic texts adopted since the beginning of the Algerian revolution, including the first Charter of 1976, which this latest Charter is intended to supplement and extend. Like its predecessor, the 1986 Charter is in the form of a statement of general principles rather than a set of detailed rights and obligations. The preamble explains the historical bases of Algerian society in some detail. Title 1 then describes the ideological background of Islam and socialism, Title 2 the national institutions, i.e. the Party, the State and the supervisory machinery, and Title 3 the over-all development of the nation (organisation of the economy; rural, industrial, cultural, social and regional development; promotion of the nations resources). The final Title defines the basic principles that apply to work, employment, wages, social protection and training. The Charter states that work is not only a right but also a duty; parasitism and idleness must be eradicated. Wage policy is based on the concept of a guaranteed minimum wage and wage relationships will be harmonised by means of a national classification scheme. The Charter favours the employment of women, subject to strict rules to ensure the protection of maternity and guarantee family unity. It also provides for the encouragement of small and medium-sized undertakings, in both the public and the private sectors. The 1986 Charter was adopted by referendum on 16 January 1986 by 10,508,863 votes in favour to 181,063 against.]

25/III/1986 Decree No. 86-60 determining the provisions applicable to workers employed abroad in co-operation activities. (*ibid.*, 26 Mar.)

30/IV/1986 Order concerning the provisions to make in regard to, and the contents of, medicine chests on board ships flying the national flag. (*ibid.*, 10 Sep.)

[Issued in application of Ordinance No. 76-80 of 23 Oct. 1976 (the Maritime Code).]

### ANGOLA

24/III/1986 Act No. 6, to regulate the status of resident foreign workers. (*Diário da República*, 24 Mar.)

[The Act is applicable in respect of foreign nationals residing in Angola and recruited locally. It applies neither to salaried workers recruited abroad, nor to foreign workers without scientific and technical qualifications, who remain subject to the General Labour Act of 1981. The new Act provides for equality of treatment between foreign and Angolan workers in matters pertaining to health care, insurance against industrial accidents, retirement pensions, wage-fixing and the payment of income tax. Foreign workers are not allowed to enter into contracts of employment with foreign companies, or engage in any other form of gainful activity without permission from the appropriate ministry. The Act makes no provision for the remittance of a portion of the worker's remuneration to their country of origin, but it does provide for the possibility of taking back goods that were imported or acquired by lawful means, subject to such conditions as may be laid down by the Ministry of Finance. This new statute cancels and replaces the earlier one, dating back to Decree No. 22 of 1978. It was made in accordance with the General Labour Act of 1981 which was published in the Legislative Series (1981—Ang.1).]

**ANGOLA (cont.)**

- 29/III/1986 Act No. 7, to regulate the status of workers employed under co-operation schemes. (ibid., 29 Mar.)

[This statute supplements the Act governing the status of foreign workers, by regulating that of salaried foreign workers recruited abroad to take up employment in Angola. It differs from Act No. 6/86 in several respects, notably by providing for an accommodation guarantee, an installation grant, the reimbursement of travel expenses and the remittance of part of the workers' remuneration. It provides for equality of treatment in respect of medical care, but not in matters pertaining to remuneration and social insurance. The Act supersedes the corresponding provisions of Decree No. 22 of 1978.]

- 2/VI/1986 Executive Decree No. 22 to approve the internal regulations of the National Department of Human Resources. (ibid., 2 June)

[This Department, which comes under the State Secretary for Social Affairs, is responsible particularly for studying, orienting, supervising, co-ordinating, issuing rules for and auditing activities related to the organisation of work and of wages, occupational health and safety, and vocational training and counseling.]

- 9/VI/1986 Decree No. 11 to approve the regulations governing the engagement of resident foreign workers, including a model contract. (ibid., 9 June)

- 14/VI/1986 Decree No. 12 to approve the regulations governing the engagement of workers in the context of co-operation activities. (ibid., 14 June)

[These workers (in the categories of higher or intermediate level technicians and specialised manual labourers) shall benefit from the same conditions as national workers, receiving wage increases for the exercise of occupational activities under abnormal conditions. Chap. III deals with training of national workers (in particular by means of training, retraining, seminars, workshops and conferences).]

- 9/VIII/1986 Decree No. 16 to approve the regulations regarding medical assistance and medicines in the people's Republic of Angola, and repealing all conflicting provisions. (ibid., 9 Aug.)

[The assistance shall include: assistance in regard to prevention and health promotion; medical-surgical assistance; rehabilitation assistance; paramedical care; provision of medicines, medical-surgical products and prosthesis.]

**ANGUILLA**

- 29/V/1986 The Social Security (Amendment) Ordinance 1986. No. 1. (*Official Gazette*, Supplement, 30 June)

[Miscellaneous amendments to the Social Security Ordinance 1980, in particular regarding employment injury.]

- 29/V/1986 The Control of Employment (Amendment) Ordinance 1986. No. 2. (ibid.)

[Amends s. 3 of the Control of Employment Ordinance 1980, in regard to a husband or widower, under stated circumstances.]

- 28/VII/1986 The Social Security (Benefits) (Amendment) Regulations 1986. S.R.O. No. 4. (ibid., 31 July)

[Amend the Social Security (Benefits) Regulations 1981 in regard to, in particular, sickness benefit, maternity benefit, invalidity benefit, survivor's benefit and contributions.]

- 28/VII/1986 The Social Security (Contributions) (Amendment) Regulations 1986. S.R.O. No. 5. (ibid.)

[Amend the Social Security (Contributions) Regulations 1981 in various minor respects.]

- 28/VII/1986 The Social Security (Financial and Accounting) (Amendment) Regulations 1986. S.R.O. No. 6. (ibid.)

[Amend the Social Security (Financial and Accounting) Regulations 1981 in regard to the Social Security Development Fund and related matters.]

- 28/VII/1986 The Social Security (Modifications of Insurance and Voluntary Contributions) (Amendment) Regulations 1986. S.R.O. No. 7. (ibid.)

[Miscellaneous amendments.]

**ANTIGUA AND BARBUDA**

5/VI/1986 Social Security (Benefits) (Invalidity Pension and Grants) (Amendment) Regulations 1986. S.I. 1986 No. 25.

[Amendments to Regulations 2 (definitions), 5, 6 and 8 of the principal Regulations of 1977.]

5/VI/1986 Social Security (Benefits) (Maternity) (Amendment) Regulations 1986. S.I. 1986 No. 26.

[Amend Regulations 8 and 10 of the principal Regulations of 1973, in regard to the period of time during which maternity allowance may be paid.]

5/VI/1986 Social Security (Benefits) (Age Pensions and Grants) (Amendment) Regulations 1986. S.I. 1986 No. 28.

[Miscellaneous amendments to the principal Regulations of 1973, in particular regarding definitions and rates payable.]

**ARGENTINA**

9/VIII/1985 Decision No. 1280 concerning the adjustment of the period of service required by section 2 of Decree No. 3984 of 1984 with respect to workers bound by contracts of employment for specified periods, owing to the nature of the tasks or occupation. (*Boletín Oficial*, 19 Aug.)

13/IX/1985 Act No. 23226 to amend s. 38 of Act No. 18037 (text registered in 1976) regarding the new pension scheme for employees [LS 1974—Arg. 3A, 1976—Arg. 2] and s. 26 of Act No. 18038 (text registered in 1980), which instituted the pension scheme for self-employed persons [LS 1980—Arg. 2]. (*ibid.*, 2 Oct.)

[Provides for the procedures applicable to receipt of a pension in the case of a widow or a widower unable to work and who was dependent on the worker at the time of the latter's demise (periods of cohabitation, proof required to show a presumed marriage, etc.).]

30/IX/1985 Act No. 23302 on policy-making with regard to the indigenous population and support to aboriginal communities. (*ibid.*, 12 Nov.)

[The Act lays down the basic principles of policy-making in respect of the indigenous population; it is composed of three main titles dealing with land adjudication (ss. 7–13), education programmes (ss. 14–77) and health care (ss. 18–21). Indigenous communities are granted separate legal personality (s. 2), which they obtain by registering with the registry of indigenous communities; relations inside the communities will be regulated by the Laws governing co-operatives or mutual or other associations. Land adjudication programmes are to be set up by the executive authorities. The adjudication of land will be effected through the transfer of State-owned land to the communities, or, if there are none available, through the transfer of provincial or communal land, or, if necessary, through the expropriation of privately owned land. Adjudications will be free of charges and tax, and preferential loans will be available for land development and farming. Land ownership and disposal by the indigenous communities are also made subject to various restrictions. Education programmes must include teaching in the indigenous languages. As regards health care, special emphasis is placed on preventive medicine and the improvement of sanitation and health standards in the indigenous areas. The Act provides for the establishment of the National Institute for Indigenous Affairs, in charge of implementation, which will operate with the participation of representatives of the communities concerned.]

2/X/1985 Act No. 23238 respecting the rehabilitation scheme for temporary teaching staff. (*ibid.*, 14 Oct.)

[Contains provisions on the computation of retirement pensions.]

1/XI/1985 Decree No. 2131 to establish the Commission and Sub-Commission for the application of Act No. 23126 in the public sector. (*ibid.*, 4 Nov.)

[S. 1 of the said Act restores to statutory effectiveness the clauses of collective bargaining agreements; the members of the Commission established by the Act are the Ministers of Defence, Economic Affairs, Public Works and Services, and Labour and Social Security, and the Secretary for the Civil Service. The functions of the Commission are, *inter alia*, to issue guide-lines concerning budgetary and operational adjustments needed in certain state or semi-public undertakings and to formulate general instructions concerning the negotiation of certain contractual clauses with trade union bodies.]

**ARGENTINA (cont.)**

- 20/XI/1985 Decree No. 2224 to set up a provisional scheme for the voluntary submission of applications for the revision of collective bargaining agreements under the supervision of the Ministry of Labour and Social Security. (*ibid.*, 25 Nov.)

[The Decree refers to the austerity programme recently embarked upon by the Government to reduce inflation. It indicates that existing collective bargaining agreements have become out of date because of developments in the past years. It establishes a provisional scheme for voluntary acceptances, under the Ministry of Labour, with a view to reconciling national economic interests with the need for the revision of such agreements. Earlier collective agreements and the new claims submitted by workers and employers may be referred to a bipartite commission attached to the Ministry. Collective bargaining will be conducted under the auspices of the commission, and an agreement must be reached within 45 days. The Ministry may otherwise take measures tending to achieve this result. Before a new agreement can be authenticated by the executive authority, the employers must estimate the costs which the planned amendments of the agreement's clauses imply, specifying where appropriate the standards of productivity which would make such adjustments possible. Collective bargaining agreements renegotiated under this scheme will remain valid for two years.]

- 20/XII/1985 Decree No. 2432, to amend s. 5 of Decree No. 1961 of 1983, concerning the comprehensive protection scheme concerning handicapped persons. (*ibid.*, 30 Dec.)

- 23/XII/1985 Resolution No. 1051 of the Ministry of Labour and Social Security to approve structural arrangements for the functioning of the National Directorates of Labour Enforcement Officers and of Human Resources and Employment. (*ibid.*, 8 Jan. 1986)

[Charts showing structure, purpose and functions appear in appendices.]

- 6/V/1986 Decree No. 667 instituting a conditional and variable wage supplement for workers in the public and private sectors, mandatory as from 1 April 1986. (*ibid.*, 12 May)

[Domestic workers and those in the agricultural sector are excluded from coverage.]

**AUSTRALIA**

- 5/IX/1985 Social Security and Repatriation Legislation Amendment Act 1985. No. 95.

[Contains amendments to the Compensation (Commonwealth Government Employees) Act 1971 (Part VI), the Handicapped Persons Assistance Act 1974 (Part VIII), the Health Insurance Act 1973 (Part IX) and the Social Security Act 1947 (Part XVIII). Other minor amendments.]

- 28/X/1985 Medicare Levy Act 1985. No. 126.

[An Act to impose a medicare levy upon certain incomes.]

- 28/X/1985 Social Security and Repatriation (Budget Measures) Amendment Act 1985. No. 127.

[Amendments to the Aged or Disabled Persons Homes Act 1954 (ss. 3–6), the National Health Act 1953 (ss. 7–11), the Repatriation Act 1920 (ss. 12–32) and the Social Security Act 1947 (ss. 39–74).]

- 5/XII/1985 Repatriation Legislation Amendment (Extension of Operation) Act 1985. No. 157.

[Substitutes “12 months” for “6 months” in s. 72 of the Repatriation Legislation Amendment Act 1985. No. 90.]

- 11/XII/1985 Child Care Amendment Act 1985. No. 158.

[Replaces s. 11 of the Child Care Act 1972, concerning grants for recurrent expenditure; amends s. 20 regarding conditions relating to grants; inserts new s. 20B concerning overpayments, and contains transitional provisions.]

- 16/XII/1985 Social Security (Poverty Traps Reduction) Act 1985. No. 169.

[Various amendments to the Social Security Act 1947, respecting rent assistance, widows' pensions, wives' pensions, etc. Scheduled for entry into operation on 1 Nov. 1986.]

- 30/I/1986 Public Service Regulations (Amendment). Statutory Rules 1986. No. 7.

[Substitutes s. 165 of the Regulations, defining the employees to whom this Part applies.]

- 20/II/1986 Health Insurance Regulations (Amendments). Statutory Rules 1986. Nos. 19 and 20.

[Various minor amendments.]

**AUSTRALIA (cont.)**

- 11/III/1986 Notice regarding approval of accommodation services and personal care services. No. S 111.

[Issued under the Aged or Disabled Persons Homes Act 1954.]

- 1/IV/1986 Public Service Board Notice No. S 135 regarding administrative procedures applicable to officers appointed and employees engaged under the Public Service Act 1922.

[Sets forth general provisions and procedures applicable to cases involving alleged inefficiency and loss of essential qualifications. Issued pursuant to s. 8 of the Commonwealth Employees (Redeployment and Retirement) Act 1979.]

- 27/V/1986 Intellectually Disabled Persons' Services Act 1986. No. 53.

[Reforms the law relating to services for intellectually disabled persons to promote their maximum physical and social integration through participation in the life of the local community. Requires informing persons admitted to any residential institution or programme of their legal rights. Medical practitioners appointed or employed have their conditions of employment and remuneration set by the Public Services Board and are subject to disciplinary standards set forth in Schedule 4 appended to the present Act. Other staff employed by the Department under the Public Service Act 1974 remain subject to that Act.]

- 24/VI/1986 Fringe Benefits Tax (Application to the Commonwealth) Act 1986. No. 42.

[Provides for the application of fringe benefits tax in relation to benefits provided in respect of the employment of Commonwealth employees.]

- 24/VI/1986 Superannuation Legislation Amendment Act 1986. No. 80.

[Various amendments to the Superannuation Act 1976 and the Superannuation Act 1922, in particular regarding interpretation (eligibility) and internal administration of the Trust.]

**Queensland**

- 23/X/1985 Private Employment Agencies Act Amendment Act 1985. No. 76.

[Enacts further provisions concerning the licensing of private employment agencies; cancellation or suspensions of licences; recovery of fees unlawfully charged by agencies, etc.]

- 6/III/1986 Criminal Code Amendment Act. No. 1.

[An Act to amend the Criminal Code and to amend s. 43 of the Vagrants, Gaming and Other Offences Act. Provides, inter alia, for imprisonment with hard labour as one type of punishment which may be imposed for certain offences.]

**South Australia**

- 7/III/1985 An Act to amend the Industrial and Commercial Training Act 1981. No. 10.

[Section 26 of the principal Act is superseded by a new section on disputes and discipline, and other amendments are made in respect of the term of the contract of training, conditions in which training may be offered, etc.]

- 7/XI/1985 Rural Industry Assistance Act 1985. No. 102.

[An Act to provide assistance to persons engaged in rural industry; repeals the Rural Industry Assistance (Special Provisions) Act 1971 and the Rural Industry Assistance Act 1977.]

- 10/XI/1985 Government Management and Employment Act 1985. No. 117.

[Regulates conditions of employment in the public service, personnel management, appointment and functions of the commissioner of public employment and chief executive officers of administrative units, disciplinary matters, etc. Repeals the Public Service Act 1967.]

- 13/III/1986 Industrial Conciliation and Arbitration Amendment Act 1986. No. 10.

[Amends s. 80 of the principal Act by adding new ss. 4a and 4b. Provides that where a business is transferred from one employer to another, an employee's continuity of service and period of service remain unbroken by the transfer.]

- 1/V/1986 Nurses Regulations 1986. No. 70. (Government Gazette, 28 Apr.)

**South Australia (cont.)**

[Regulations govern registration and enrolment of nurses in various specialities and of midwives and contain provisions regarding requirements for approval of nursing schools. Issued pursuant to the Nurses Act 1984, these Regulations fix penalties for non-compliance.]

**6/VI/1986 Rural Industry Adjustment and Development Act 1985. No. 68.**

[Establishes the Rural Industry Adjustment and Development Fund; amends the Rural Industry Assistance (Special Provisions) Act 1971 and the Rural Industry Assistance Act 1977. Authorises loans to farmers and others.]

**Victoria****30/VII/1985 Accident Compensation Act 1985. No. 10191.**

[The Act establishes a general scheme covering industrial accidents compensation in the state of Victoria. It applies to all branches of economic activity, including administration. For the purposes of the Act, occupational diseases are dealt with the same way as industrial accidents. Compensation is provided to the worker in the event of partial or total incapacity, and to his dependants in the event of his death. The basic compensation for total incapacity is equivalent to 80 per cent of the worker's pre-injury average weekly earnings. However, it must be above the minimum, and below the maximum amounts prescribed. Hospitalisation and medical treatment costs are also reimbursed. These provisions apply to all workers engaged within the state by a resident employer, even if their place of work is outside the territory of Victoria. An Accident Compensation Commission is to be set up to ensure that compensation is paid. The Commission will be responsible for administering a fund fed by the contributions made by the employers in the form of levies based on the wages and remuneration paid to the workers. The rate of the levy may vary between 0.57 to 3.80 per cent of their annual remuneration, depending on the industry; and bonuses may be granted, and penalties imposed, on the basis of the past record of accidents. On prescribed conditions, certain enterprises may be granted the status of self-insurers and thereby be exempt from payment of the compulsory levy. The Act also provides for the establishment of an Accident Compensation Tribunal with exclusive jurisdiction over disputes arising in connection with its application and the application of the Workers Compensation Act 1958. The President and Deputy President must be judges of the Country Court, and the other members of the Tribunal are to be appointed, in equal numbers, from persons nominated by the main employers' and workers' associations. Prior to the institution of legal proceedings, the parties must submit to a conciliation procedure; the decisions of the Tribunal are subject to appeal before the Supreme Court for reasons of law. The Act contains 276 articles and 2 schedules. It amends the Workers Compensation Act 1958 on many points, and contains a number of substantive amendments to the Pay-roll Tax Act 1971, the Administrative Appeals Tribunal Act 1984, and the Motor Accidents Act 1973. In addition, it contains partial amendments to 19 other statutes.]

**30/VII/1985 Occupational Health and Safety Act. 1985. No. 10190.**

[The Act establishes the Occupational Health and Safety Commission as a consultative body responsible, inter alia, for promoting education and training in the field of occupational health and safety, and making recommendations to the Minister with respect to the elaboration of the regulations to be introduced under the Act. It furthermore prescribes procedures for protection, consultation and, if necessary, the interruption of work in the event of a threat to health and safety in an undertaking. Following negotiations between the employer and the trade union concerned, the workers may elect health and security representatives at the workplace, whose functions are also specified in the Act. The Act provides for an inspection scheme covering occupational health and security, and inspectors are to be appointed by the Minister and vested with extensive powers. The Act repeals the Industrial Safety Health and Welfare Act, 1981, and contains amendments to eight other statutes.]

**29/X/1985 Industrial Relations (Complementary Industrial Relations System) Act 1985. No. 10200.**

[Provides for the insertion, into the Industrial Relations Act 1979, of a new Part IIIA, entitled "Complementary Industrial Relations System", that provides for joint proceedings between the Industrial Relations Commission of Victoria and the Australian Conciliation and Arbitration Commission, and for reference of industrial disputes from one commission to the other, and for other purposes.]

**10/XII/1985 Nurses (Amendment) Act 1985. No. 10251.**

**Victoria (cont.)**

[Amendments to the Nurses Act 1958, in matters pertaining to discipline, limitations and restrictions on practice, remuneration, travel allowances, etc.]

10/XII/1985 Employment and Training (Rebates) Act 1985. No. 10255.

[An Act to make provision for certain rebates and exemptions relating to pay-roll tax and accident compensation levy in respect of apprentices and youth trainees and for other purposes.]

10/XII/1985 Superannuation Schemes Amendment Act 1985. No. 10258.

[Amendments to the Superannuation Act 1958, the State Employees Retirement Benefits Act 1979, the Local Authorities Superannuation Act 1958, the Hospitals Superannuation Act 1965, and the Superannuation Benefits Act 1977.]

16/IV/1986 Education (Miscellaneous Matters) Act 1986. No. 13.

[Various amendments to the Education Act 1958 and the Post-Secondary Education Act 1978. Applies the Teaching Service Act 1981 to teachers' aides and assistants and rural school aides. Contains certain provisions regarding technical and further education teachers and their administration and accreditation.]

20/V/1986 Youth Affairs Act 1986. No. 42.

[Establishes a separate legal framework for youth affairs. Inter alia, aims at encouraging the provision of training for persons working with youth and others in related fields. Maintains the Youth Policy Development Council established under the Youth, Sport and Recreation Act 1972 and outlines the Council's functions.]

20/V/1986 Small Business Development Corporation (Amendment) Act 1986. No. 43.

[Amends the Small Business Development Corporation Act 1976 to set forth, inter alia, its objectives and functions (s. 13). They include arranging training for small business.]

27/V/1986 Industrial Relations (Amendment) Act 1986. No. 54.

[The purposes of the Act are, according to s. 1, to enable orders to be made about maternity leave, to enable rulings to be made that persons are employers or employees in the road transport industry, and to improve the effectiveness and efficiency of the administration of the Industrial Relations Act 1979. It amends provisions of the Act regarding the functioning of the Industrial Relations Commission, appeals, amendment of awards, procedures in relation to board meetings after the commencement of industrial disputes, applications for recognition, employers' retention of records, contents of a wage statement to be given to employees at the time of payment, payment of long service leave and continuity of employment in conjunction with pregnancy leave. The new Part VIIA.—Maternity Leave—empowers the Commission to make an order in relation to various maternity leave questions for workers who are not afforded more favourable benefits under an award, agreement or other enactment.]

3/VI/1986 Mental Health Act 1986. No. 59.

[Part 6 (Administration) deals, in particular, with staff. Schedule 4 declares certain sections of the Public Service Act 1974 applicable to medical staff and spells out offences.]

**Western Australia**

1/VIII/1986 Code of Conduct (Obligations of Union) 1986. (*Government Gazette*, 29 Aug.)

[Sets forth principles governing conduct of trade unions in regard to general industrial conduct, payment for lost time, demarcation (jurisdictional) disputes and industrial safety. S. 3: "The Union shall -- (a) comply with the Industrial Relations Act 1979, Awards and agreements, (b) not engage in industrial action that is inconsistent with any such Award or agreement, . . .". Issued under the Building Industry (Code of Conduct) Act 1986.]

1/VIII/1986 Workers' Compensation Board Rules 1982, as amended. (*ibid.*, 14 Aug.)

[Compilation of the Rules as amended to 1 Aug. 1986.]

**AUSTRIA**

3/VII/1985 Order of the Federal Minister for Commerce, Trades and Industry to replace final apprenticeship examinations and apprenticeship by a training course in an educational institution. (*Bundesgesetzblatt*, Text 356)

**AUSTRIA (cont.)**

20/III/1969 Federal Act amending the Act of 25 June 1969 respecting night work by women [LS 1969—Aus. 3]. (*ibid.*, Text 209).

[The amendments expand the list of fields of work to which the restrictions on night work by women do not apply (in ss. 2 (1), (2), (3), (4); and 4 (3), 4a and 4b). The newly introduced or newly formulated exceptions encompass women workers in the hotel industry in terms of s. 189 of GeWO 1973; certain workers in hospitals, convalescent homes and welfare and relief institutions managed by the Federal government or a province; teachers, educators and counsellors engaging in certain types of work; telephone operators in emergency stations, taxi dispatch offices and watchkeeping operations; interpreters at congresses and similar events; tour guides employed by travel agencies; women performing ministerial or religious duties or social services in a legally recognised church or religious society; social services for a club, foundation, fund or political party (subject to certain restrictions, including consultation with the employee's representative), and women workers covered by the Agricultural and Forestry Employees' Rights Act (No. 280/1980) or the Federal Act regarding Employment of Children and Young Persons (No. 146/1948) [LS 1982—Aus. 1 (consolidation)]. The amendments also state that women may be employed until midnight (instead of 11 p.m.) in establishments using the swing-shift system (s. 4 (1)). Time limits are set in regard to variances which may be granted under the Act (ss. 8 (2) and (3)). The amendments set monetary penalties in cases of non-compliance (s. 9 (1)) and define the authorities responsible for executing the Act (s. 12 (2)). The amendments entered into force on 1 June 1986.]

25/VI/1986 New amendment to the Act regarding the school system. (*ibid.*, Text 371).

[Amendments regarding, in particular, conditions for admission to vocational training institutions.]

3/VII/1986 Federal Act of 3 July 1986 amending the Collective Labour Relations Act [Text 22 of 1974: LS 1973—Aus. 2]. (*ibid.*, Text 394)

[The Act makes amendments concerning general organisational matters, the legal status of works council members and penalties for infringements. It also extends the powers of the works councils, in particular regarding inspections, data stored on computer, unfavourable transfers of employees, information about financial prospects, and interim representation of the interests of employees in new plants. Further, the Act introduces a central youth council and extends the legislative provisions on co-determination to previously exempt organisations, in certain circumstances.]

3/VII/1986 Federal Act amending the Workers' Protection Act [Text 234 of 1972: LS 1972—Aus. 1]. (*ibid.*, Text 393)

[Inserts subparagraph 3 following s. 22b (2).]

**BANGLADESH**

13/III/1985 Industrial Relations (Amendment) Ordinance 1985. (*The Bangladesh Gazette*, Extraordinary, 16 Mar.)

[The Ordinance amends the Industrial Relations Ordinance, 1969, by specifying certain cases in which a person is disqualified from being an officer or member of a trade union. In addition, it provides for cases in which the registration of trade union may be cancelled subject to permission from the Labour Court, and for the protection of trade union officials while an application for registration is pending. The Ordinance was promulgated by the President of the Republic in exercise of the full powers vested in him pursuant to the Proclamation of 1982. The original text of 1969 was published in the Legislative Series (LS 1969—Pak. 2).]

13/III/1985 The Employment of Labour (Standing Orders) (Amendment) Ordinance 1985. (*ibid.*)

[The Ordinance amends s. 17 of the 1965 Act by laying down certain conditions for the dismissal of workers. Other minor amendments. The Ordinance was promulgated by the President of the Republic in exercise of the full powers vested in him pursuant to the Proclamation of 1982. The 1965 Act was published in the Legislative Series (LS 1965—Pak. 4).]

**BARBADOS**

25/VII/1985 National Insurance and Social Security (Benefit) (Amendment) Regulations 1985. S.I. 1985 No. 123.



**BARBADOS (cont.)**

[Make provisions, inter alia, for survivor's pensions.]

- 25/VII/1985 National Insurance and Social Security (Employment Injury Benefit) (Amendment) Regulations 1985. S.I. 1985 No. 124.

[Contains provisions for death benefits.]

- 30/XII/1985 Sugar Industry (Sugar Workers Provident Fund) Order 1985. S.I. 1985 No. 219.

[Provides for the imposition of a levy on sugar and molasses manufactured in Barbados, to be paid to the National Insurance Board.]

- 27/III/1986 Factories (Amendment) Act 1986. No. 6.

[Contains various amendments to the Factories Act 1983, chiefly regarding powers of the Chief Labour Officer.]

- 24/IV/1986 The Child Care Board (Private Child Care Centres) Regulations 1986. S.I. 1986 No. 69.

[Sets forth requirements for staff (appropriate training or experience, medical certificate and food handling certificate). Issued under the Child Care Board Act 1981. No. 34.]

**BELGIUM**

- 27/VI/1985 Act to amend ss. 5 and 9 of the Act of 12 April 1965 concerning the protection of the remuneration of workers. (*Moniteur belge-Belgisch Staatsblad*, 19 Oct.)

[The Act changes, in some respects, the modalities of the payment of remuneration to workers. Enterprise councils will henceforth decide whether payment is to be effected in cash or by cheque. The time and deadlines for payment will be determined by collective agreement, or alternatively in the labour regulations. The 1965 Act was published in the Legislative Series (LS 1965—Bel. 2).]

- 21/VIII/1985 Royal Order to amend the Royal Order of 28 February 1963 regulating the protection of the population and workers against the threat of ionising radiation. (*ibid.*, 16 Oct.)

- 3/IX/1985 Royal Order to amend the Royal Order of 27 April 1976 supplementing the Royal Order of 8 April 1976 which established a family benefit scheme for self-employed persons. (*ibid.*, 15 Oct.)

- 1/X/1985 Royal Order to amend the Royal Order of 30 March 1967 regulating the general procedures for the application of the Acts concerning the annual vacations of salaried workers [co-ordinated on 28 June 1971: LS 1971-Bel. 4]. (*ibid.*, 11 Oct.)

- 30/I/1986 Royal Order, to amend the Royal Order of 22 December 1967, making general regulations governing the retirement and survivor's pensions of self-employed workers. (*ibid.*, 7 Feb. 1986)

[Amends s. 133bis concerning survivors' pensions.]

- 30/I/1986 Royal Order to amend certain provisions relating to the pensions of salaried workers, particularly as regards the link between certain remuneration levels and the consumer price index. (*ibid.*, 11 Feb. 1986)

- 10/II/1986 Royal Order, to fix, in respect of the manual workers and related categories subject to the Act of 27 June 1969 [LS 1969—Bel. 1] amending the Legislative Order of 28 December 1944 respecting social security for workers, the amount of nominal remuneration payable in respect of unworked days regarded as days of effective work under the legislation governing the annual leave entitlements of salaried workers. (*ibid.*, 25 Feb.)

- 10/II/1986 Royal Order, to amend the Royal Order of 30 March 1967, prescribing a general procedure for the application of legislation governing the annual leave entitlements of salaried workers. (*ibid.*, 25 Feb.)

[A method for calculating the annual leave entitlements of workers employed on a part-time basis or on the basis of flexible working hours.]

- 27/II/1986 Royal Order to amend and supplement title III, Chapter III of the General regulations governing protection at work against dangerous substances and preparations. (*ibid.*, 27 Mar.)

[The Order contains definitions of dangerous, flammable, poisonous, noxious, corrosive and irritant substances, and detailed lists of such substances are annexed to it as schedules. It

**BELGIUM (cont.)**

prescribes the information that must appear on packaging containing such substances as well as a model security slip to be made out for the information of workers using dangerous substances. The Order supersedes various provisions of s. 723*bis* of the general regulations; it was made under the Health and Safety of Workers Act 1952, as published in the Legislative Series (1967-Bel. 1B (consolidation)), and pursuant to a number of guide-lines issued recently by the EEC Council.]

- 14/III/1986 Act to amend Royal Order No. 179 of 30 December 1982 [LS 1982—Bel. 1] respecting experimental schemes for the arrangement of working time in undertakings, carried out to redistribute the work available. (*ibid.*, 24 Apr.)

[Various amendments concerning, inter alia, the conditions governing intervention by the Fund for the use of supplemental wage restraints for employment.]

- 19/III/1986 Royal Order, to amend the Royal Order of 28 December 1971, making special regulations for the application of the Workmen's Compensation Act of 10 April 1971 [LS 1971—Bel. 3], in respect of seafarers. (*ibid.*, 26 Mar.)

[New schedules 1 and 2 contain a table setting out the remuneration levels to serve as a basis for calculation in the event of an industrial accident.]

- 24/III/1986 Royal Order amending the regulations regarding the payment of damages flowing from occupational accidents, accidents occurring on the way to work, and occupational diseases in the public sector. (*ibid.*, 29 Apr.)

- 7/IV/1986 Royal Order, to amend the Royal Order of 24 October 1936, providing for the amendment and co-ordination of the statutes of the emergency provident Fund for the crews of ships flying the Belgian flag. (*ibid.*, 24 Apr.)

[Amendments concerning the entitlements of pensioners, survivors and invalids.]

- 28/V/1986 Royal Order amending the regulations regarding unemployment in relation to the redistribution of available work. (*ibid.*, 25 June)

[The Order contains numerous amendments to the Royal Order of 20 Dec. 1963 (LS 1963—Bel. 2... LS 1967—Bel. 2A) regarding employment and unemployment. It provides, as a basic principle, that unemployment benefits are only afforded in case of unemployment from full-time work of 35 hours per week, with an exception for teaching staff (s. 2). The daily bases for calculating unemployment benefits are modified (ss. 5 and 7). A new Chap. 1-*bis* is added to the 1963 Order as amended, concerning the right of workers engaged on a part-time basis to receive unemployment benefits (s. 12). The new provisions distinguish between workers who hold a part-time job in order to avoid total unemployment from those working on a part-time basis voluntarily. Different conditions and benefits are applicable accordingly. Entry into forces 1 Oct. 1986.]

- 31/VII/1986 Royal Order regarding works councils and committees for the safety, health and aesthetic environmental improvement of the workplace. (*ibid.*, 20 Aug.)

[The Order governs the holding of elections for the renewal of the terms of office of the members of works councils, as well as of committees for the safety, health and aesthetic environmental improvement of the workplace. It also contains other provisions relative to these councils and committees, in particular regarding their meetings, supervision and judicial procedures. The Order repeals ss. 65 to 67 of the Order of 18 Feb. 1971 concerning works councils, ss. 69 to 71 of the Order of 18 Feb. 1971 regarding the naming of members of health and safety committees, and the Order of 18 Oct. 1978 concerning works councils and committees for the safety, health and aesthetic environmental improvement of the workplace, as amended.]

- 20/VIII/1986 Royal Order regarding the provision of unemployment benefits in cases of negotiated early retirement. (*ibid.*, 10 Sep.)

[This Order changes the conditions for granting a supplementary unemployment benefit to workers aged 57 years and over who receive an early retirement pension by virtue of an agreement. S. 3 governs the obligation of the employer to replace the early retirees with unemployed workers. If this is not done, the employer shall pay, in addition to a fine, a compensatory sum to the National Employment Office. Exceptions are available for workers in enterprises encountering difficulties.]

- 1/X/1986 Royal Order No. 465 extending the period during which certain workers have a right, in case of inability to work, to receive remuneration from their employer. (*ibid.*, 18 Oct.)

**BELGIUM (cont.)**

[Amends the Act of 3 July 1978 (LS 1978—Bel. 1) regarding contracts of employment. Under s. 52 as amended, the period of seven days during which the worker has a right to his or her regular remuneration from the employer shall be followed by a period of another seven days during which he or she has a right to 60 per cent of the part of such remuneration which does not exceed the ceiling fixed, taking into account the calculations for sickness and invalidity insurance benefits.]

- 15/X/1986 Royal Order amending the Royal Order of 10 January 1979 regarding the policy of prevention and the bodies devoted to safety, health and improving the environment of the workplace in mines, surface mines and underground quarries. (*ibid.*, 22 Oct.)  
[Numerous amendments.]

**BELIZE**

- 27/III/1986 Labour (Amendment) Act 1986. No. 11.

[Amends the Labour Ordinance (Chap. 234) to provide for a 45 hour week and to set forth conditions for entitlement to pay for working on a public holiday.]

**BRAZIL**

- 9/XII/1985 Act No. 7414 to amend s. 135 of the Consolidation of Labour Laws [LS 1985—Bra. 1], on annual leave with pay. (*Diário Oficial*, 10 Dec.)

[The Act provides that the employee will be given at least 30 days' notice in writing of the grant of leave. Such prior notice was formerly ten days.]

- 9/XII/1985 Act No. 7415, to amend Act. No. 605 of 5 January 1949 [LS 1949—Bra. 1] on paid weekly rest and payment of wages on public and religious holidays. (*ibid.*)

[Amends paras. (a) and (b) of s. 7 of the Act.]

- 17/XII/1985 Act No. 7430 to amend the wording of the introductory paragraph of s. 224 of the Consolidation of Labour Laws [LS 1985—Bra. 1] as promulgated under Legislative Decree No. 5452 of 1 May 1943. (*ibid.*, 18 Dec.)

[In respect of bank employees, the number of working hours per week is reduced to 30 (from 36).]

- 4/II/1986 Decree No. 92366 to amend para. III of s. 25 and the single paragraph of s. 27 of Decree No. 59820 of 20 December 1966 regulating the provident fund for length of service. (*ibid.*, 5 Feb.)

- 27/II/1986 Legislative Decree No. 2283 to make provisions for the institution of a new unit of currency in the Brazilian monetary system, unemployment insurance and for other purposes. (*ibid.*, 28 Feb.)

[See summary under Legislative Decree No. 2284 of 10 Mar. 1986.]

- 10/III/1986 Legislative Decree No. 2284 to maintain a new unit of currency in the Brazilian monetary system, to make provisions for unemployment insurance and to reinforce inflation-control measures. (*ibid.*, 11 Mar.)

[The first Legislative Decree, No. 2283, provides for a radical reform of the monetary system and the conversion of financial obligations; it also establishes a new unemployment insurance scheme. The second statute, No. 2284, supplements and amends the first. It is laid out in a consolidated form. Remuneration hitherto calculated in cruzeiros will henceforth be worked out in cruzados on the basis of conversion tables taking into account inflation during recent months, and the addition of an 8 per cent bonus. Wages are to remain stable for one year and will be readjusted annually. Such adjustments will be carried out in respect of 60 per cent of the remuneration, the remainder being left to collective bargaining. Should the price index rise by more than 20 per cent during the period under consideration, wages will be adjusted automatically. In addition, the legislative decrees establish a new unemployment insurance scheme. To qualify for eligibility under the scheme, a worker must have contributed to the social provident fund for at least 36 months during the past four years, and been employed in a salaried capacity for the past six months, provided that he has been unemployed for more than 30 days. The scheme offers financial assistance during four months at the most. The amount of such

**BRAZIL (cont.)**

benefits depends upon the previous level of remuneration, but they are equivalent to at least 70 per cent of the minimum wage. A tripartite commission is to be set up to work out the details of the financing of the scheme. Legislative Decree No. 2284 repeals s. 47 of Act No. 7450 of 1985, and all conflicting statutory provisions.]

- 10/VI/1986 Decree No. 92769 to add a single paragraph under section 319 of the regulations regarding social benefits (indemnity for rural occupational accidents). (ibid., 11 June)

[The paragraph reads as follows: "The benefits called for in this section shall be payable to a rural producer's family members within the system of family production who meet the established requirements, . . . to the extent that they are duly registered with the competent social benefits authority".]

- 17/VI/1986 Act No. 7494 to issue provisions regarding the competence of the Labour Tribunals to conciliate and resolve conflicts arising from labour relations between workers assigned to other employment and those who use their services. (ibid., 19 June)

[This Act amends s. 643 of the Consolidation of Labour Laws (LS 1985—Bra. 1) so as to provide: "643. Disputes arising out of the relations between employees and employers, as well as between workers who have been assigned to other employment and those who use their services, in the fields of activity governed by social legislation, shall be resolved by the Labour Courts, in accordance with the provisions of the present Title and in the manner prescribed by the rules of judicial proceedings in labour matters".]

- 25/VI/1986 Act No. 7498 regulating the practice of the nursing profession and containing other provisions. (ibid., 26 June)

- 14/VIII/1986 Decree No. 93115 establishing the Rural Development Fund (FDR) and the Rural and Agroindustrial Loans Council (CCRA), and containing other provisions. (ibid., 18 Aug.)

**BULGARIA**

- Ordinance of the Ministry of Public Health, the Labour and Social Affairs Committee and the Central Council of Bulgarian Trade Unions to amend and supplement Ordinance No. 97 [of 1981] respecting prophylactoria. (*D'rzhaven Vestnik*, 19 Nov.)

[Miscellaneous amendments.]

- 4/IX/1985 Decree No. 2913, to amend the Pensions Act [of 6 Nov. 1957: LS 1957—Bull. 1]. (ibid., 6 Sep.)

[Amends s. 47a.]

**CANADA**

- 29/V/1985 An Act to amend the Unemployment Insurance Act 1971 [LS 1971—Can. 4]. 33-34 Eliz. II, Ch. 18. (*Canada Gazette/Gazette du Canada*, 29 May)

[Amends subsec. 17 (6) and (7) of the 1971 Act (as amended in 1980, 1981, 1982 and 1983) by changing the basis of an insured person's eligibility for benefits and extending the period of payment of benefits. In addition, fixes the rate of insurance premium for 1986.]

- 28/VI/1985 An Act to amend the Old Age Security Act. 33-34 Eliz. II, Ch. 30. (ibid., 28 June)

[Contains amendments to provisions on the definition of the term "spouse", the allowance of the spouse, entitlement thereto by another person (pensioner, spouse of a pensioner, widow, etc.).]

- 28/XI/1985 SOR/85-1111, P.C. 1985-3498: Regulations under the Unemployment Insurance Act 1971. National Employment Service Regulations, amendment. (ibid., 11 Dec.)

[Regulations establishing an order of priority among persons to whom preference must be given by the employment service for referrals to employers.]

- 20/XII/1985 SOR/86-58, P.C. 1985-3757: Unemployment Insurance Regulations, amendment, under the Unemployment Insurance Act 1971. (ibid., 8 Jan. 1986)

[An amendment providing, inter alia, that pension income will be considered as earnings for benefit purposes.]

**CANADA (cont.)**

13/III/1986 SOR/86-304: Order in Council P.C. 1986-616: Regulations respecting occupational safety and health made under Part IV of the Canada Labour Code [LS 1965—Can. 1 . . . 1972—Can. 1]. (ibid., 19 Mar.)

13/III/1986 SOR/86-305: Order in Council P.C. 1986-617: Regulations respecting safety and health committees and safety and health representatives. (ibid.)

[Procedures for the functioning of Committees and the selection of representatives.]

26/III/1986 An Act to amend the Family Allowances Act 1973. 33-34-35 Eliz. II, Ch. 12. (ibid., 30 June)

[The amendments relate to amounts payable, presumption of death of a child and remedial action.]

26/III/1986 Public Pensions Reporting Act. 33-34-35 Eliz II, Chap. 16. (ibid.)

[The Act imposes reporting requirements with respect to public pension plans and amends certain other Acts as a result.]

5/VI/1986 SOR/86-628, P.C. 1986-1344: Canada Labour Standards Regulations, amendment. (ibid., 25 June)

[Replaces s. 27 regarding the designation of industrial establishments. To ensure conformity between the English and French texts, replaces subpara. 30 (1)(e)(ii) of the French version and s. 32 (2) of the English version.]

27/VI/1986 An Act respecting employment equity. 33-34-35 Eliz. II, Chap. 31. (ibid., 19 Sep.)

[The Act aims at achieving equality in the workplace and, in fulfilment of that goal, at correcting the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities and persons who are, because of their race or colour, in a visible minority in Canada. It imposes a duty on employers, in consultation with employees' representatives, to implement employment equity by (a) indentifying and eliminating practices resulting in employment barriers and (b) instituting positive policies and practices and making reasonable accommodation to ensure that persons in designated groups achieve a proportionate degree of representation in the various positions of employment with the employer. The Act calls upon employers to prepare a plan including goals and timetables and to file reports, copies of which go to the Canadian Human Rights Commission.]

13/VIII/1986 SOR/86-878, P.C. 1986-1856: Regulations respecting Ships' Stores. (ibid., 3 Sep.)

[Designates and limits the goods which may be carried as stores on board various types of ships.]

13/VIII/1986 SOR/86-847, P.C. 1986-1946: Employment Equity Regulations. (ibid.)

[These Regulations, which were issued in application of the Employment Equity Act of 1986, contain definitions of various concepts (e.g. "salary") and of the groups of persons affected (i.e. aboriginal peoples, persons with disabilities, visible minorities). The Regulations and attached Schedules set forth the form and contents of reports which employers must file under s. 6(1) of the Act in relation to the sex and affected group of persons employed in various occupational groups, industrial sectors and salary ranges.]

**Alberta**

5/VI/1985 Apprenticeship, Training and Certification Act. Chap. A-42.5.

[Provides for the establishment of the Alberta Apprenticeship, Training and Certification Board and a provincial Apprenticeship Committee in respect of each trade designated by the Lieutenant Governor in Council. Regulates the performance of work in such trades and contracts of apprenticeship, and provides penalties for offences.]

5/VI/1985 Professional and Occupational Associations Registration Act. Chap. P-18.5

[Procedure for registration, cancellation of registration, membership, internal regulations, etc.]

**Newfoundland**

23/I/1986 Occupational Health and Safety First Aid Regulations 1986. Newfoundland Regulation 12/86. (*Newfoundland Gazette*, 31 Jan.)

**Newfoundland (cont.)**

[Regulate first aid care in undertakings and prescribe in detail the appliances to be made available for that purpose.]

- 8/VII/1986 Newfoundland Regulation 140/86, amending Occupational Health and Safety Regulation 1979. (ibid., 8 Aug.)

[Replaces s. 55 (4) (f) and (g) with new provisions regarding the road transport of logs. Issued under the Occupational Health and Safety Act. (LS 1971—Can. 2).]

**Ontario**

- 5/XII/1985 O. Reg. 654/85: Regulation made under the Occupational Safety and Health Act [LS 1971—Can. 2]: Designated substance—Asbestos on construction projects and in buildings and repair operations. (*Ontario Gazette*, 4 Jan.)

[Protection against asbestos hazards in construction.]

- 12/XII/1985 O. Reg. 655/85: Regulation to amend Ontario Regulation 570/82 made under the Occupational Health and Safety Act [LS 1971—Can. 2]. (ibid.)

[Revokes s. 3 (employers to whom the regulation applies).]

- 10/IV/1986 O. Reg. 197/86. Regulation to amend O. Reg. 423/84 made under the Teachers' Superannuation Act 1983. (ibid., 26 Apr.)

[Various amendments relating, inter alia, to break in service and leaves of absence, active service and special war service.]

- 21/IV/1986 O. Reg. 468/86. Regulation to amend Regulation 952 made under the Workers' Compensation Act. (ibid., 23 Aug.)

[Amends ss. 1, 2(2), 4, 7, 10 to 13, 15, 17(1) of Regulation 952 of the Revised Regulations of Ontario, 1980, and revokes ss. 22 and 23. The amendments address, inter alia, definitions (e.g. spouses to include unmarried persons under certain conditions), survivors' pensions, death in service or after retirement.]

- 22/IV/1986 O. Reg. 222/86 to amend Regulation 269 made under the Education Act. (ibid., 10 May)

[Amends Regulation 269 of Revised Regulations of Ontario 1980 by revoking various clauses and sections and by adding and substituting provisions relating to eligibility to obtain employment in education in Canada, in particular by candidates who are not citizens or permanent residents of Canada.]

- 3/VII/1986 O. Reg. 533/86: Regulation to amend Regulation 881 of Revised Regulations of Ontario 1980 made under the Public Service Act. (ibid., 20 Sep.)

[Replaces the definition of "continuous service" under the Public Service Act, especially in regard to severance pay.]

- 24/VII/1986 O. Reg. 450/86: Regulation to amend Regulation 694 of Revised Regulations of Ontario 1980 made under the Occupational Safety and Health Act. (ibid., 16 Aug.)

[Amends various subsections in relation to work in underground mines.]

- 31/VII/1986 O. Reg. 463/86: Regulation to amend Ontario Regulation 229/81 made under the Elevating Devices Act. (ibid.)

[In particular, amends sections regarding freight elevators and elevating devices for handicapped persons.]

**Quebec**

- 23/V/1985 Industrial Accident and Occupational Disease Act. (*Gazette officielle du Québec*, 24 July)

[The purpose of the Act is to institute a new employment injury compensation scheme, replacing the schemes governed by the previous legislation on industrial accidents and the payment of compensation to persons contracting asbestosis and silicosis in mines and quarries. It defines an employment injury as any injury or illness arising out of or in connection with an industrial accident or occupational disease. Such diseases are listed in Schedule I. Under the Act any

**Quebec (cont.)**

injured worker is entitled to compensation, rehabilitation, medical care and reinstatement with the same employer. The new scheme applies to all workers sustaining an injury in the Province of Québec and, subject to certain conditions, to Québec workers who are injured elsewhere. The new scheme will be administered by the Occupational Health and Safety Commission, which will manage its finances and give rulings on appeals, subject to supervision by the courts. The Act does not affect the legislation governing compensation for the victims of criminal offences; it makes consequential amendments to 20 other Acts.]

- 20/VI/1985 Act to amend various legislative provisions on the retirement schemes covering the public and semi-public sectors. (ibid., 17 July)

[Amendments to the Government and Public Body Employees Retirement Scheme Act (L.R.Q., Ch. R-10), the Teachers Retirement Scheme Act (L.R.Q., Ch. R-11), the Civil Servants Retirement Scheme Act (L.R.Q., Ch. R-12), etc.]

- 20/VI/1985 Act to amend the National Assembly Act and the Act on the conditions of work and the retirement pension scheme of the members of the National Assembly. (ibid.)

- 20/VI/1985 Act to amend various legislative provisions on social matters. (ibid.)

[Amendments to the Sickness Insurance Act (L.R.Q. Ch. A-29), the Commission on Social Affairs Act (L.R.Q. Ch. C-34) etc.]

- 3/X/1985 Decree No. 2025-85 to make provision for the maintenance of basic services in the event of a strike in certain branches of the public service. (ibid., 23 Oct.)

- 27/XI/1985 Decree 2398-85 regarding industrial accidents and occupational diseases—Agreement on the eligibility of federal employees for statutory compensation. (ibid., 18 Dec.)

- 26/III/1986 Decree 359-86 regarding the participation of certain bodies in certain federal job-promotion programmes. (ibid., 23 Apr.)

- 23/IV/1986 Decree No. 540-86 concerning the Occupational Injuries Appeals Commission. (ibid., 14 May)

[Sets forth the rules of proof, procedures and practice of the Appeals Commission. Issued under the Act concerning occupational accidents and injuries.]

- 21/V/1986 Guide-lines regarding the conditions for granting a subsidy to an employer who hires a worker with an occupational injury. (ibid., 21 May)

[Adopted by the Occupational Health and Safety Commission pursuant to the Act concerning occupational accidents and injuries.]

- 19/VI/1986 Act regarding the retirement system for teachers and amending various provisions concerning retirement systems in the public and semi-public sectors. 1986, Ch. 44. (ibid., 30 July)

[Amends the Acts regarding the retirement systems of employees of the government and public bodies; teachers; public officials; and retirement protection for certain teachers (L.R.Q., Chaps. R-10, R-11, R-12 and P-32.1, respectively).]

- 19/VI/1986 Act amending the Act regarding the public service. 1986, Ch. 70. (ibid.)

[Inserts a new s. 30.1 in regard to public officials who have been elected to public office.]

- 30/VII/1986 Decree No. 1172-86 adopting regulations regarding programmes for access to equality. (ibid., 13 Aug.)

[Deals with equality in employment and in educational and health services. Adopted under the Charter of Individual Rights and Freedoms (L.R.Q. Ch. C-12).]

**CHILE**

- 9/IX/1985 Decree No. 92 to institute a prize for merit in industrial relations to be awarded to the enterprise maintaining the best industrial relations. (*Diario Oficial*, 25 Oct.)

[The prize is to be awarded once a year on 1 May.]

- 21/X/1985 Decree No. 72 to approve the mining safety regulations. (ibid., 27 Jan.)

[This Decree lays down (in 523 sections) detailed safety rules for all mining operations in Chile. It begins by defining the obligations of employers and workers (ss. 15 to 25) and setting out

**CHILE (cont.)**

general safety rules (ss. 30 to 40). More particularly it provides for every undertaking to draw up its own work rules in accordance with the Decree, and entrusts enforcement and supervision to the National Geology and Mining Service. Other parts of the Decree deal with various technical matters, such as explosives, electricity, work above ground, strip mining and underground mining, the operation of coal mines and the extraction of petroleum. The Decree replaces Decree No. 32 of 1969 on the same subject.]

- 8/XI/1985 Act No. 18462 to amend Book I, Part VI, of the Labour Code [LS 1931—Chile 1 . . . 1981—Chile 1A and B], and make various other provisions. (ibid., 21 Nov.)

[The Act adds a new s. 218-A to the Labour Code, containing provisions concerning the engagement of temporary dock workers. It supersedes s. 219, which lays down regulations governing the contracts entered into by that category of workers, notably as regards prior notice of engagement, the commencement and duration of normal working hours, overtime, cancellation due to frustration or *force majeure*, etc. It also adds ss. 224 to 227, which contain provisions on posts for temporary workers, the dispatch of a copy of the agreement to the Labour Inspectorate, the submission by the employer of information on work performed in shifts, and penalties for non-observance. The Act also contains minor amendments to Legislative Decree No. 2200 of 1 May 1978 (LS 1978—Chile 1), and to Act No. 10662 of 3 October 1952 (LS 1952—Chile 4), which is supplemented by a new s. 18-A on the involuntary unemployment of seafarers and temporary dock workers.]

- 11/XI/1985 Act No. 18464 to amend Legislative Decree No. 2756 of 1979 (LS 1979—Chile 1A) which sets standards for the trade union organisations. (ibid., 21 Nov.)

[The Act supersedes various provisions of Legislative Decree No. 2756 published in the Legislative Series (LS 1979—Chile 1A), and, in particular, s. 19, which provides that any change in the articles of association of a trade union must be decided by an absolute majority of its members, by individual secret ballot; s. 28, which provides that trade union leaders automatically lose their status as such upon the dissolution of their trade union, and that the employer will be debarred from taking certain measures against them, save in the event of frustration or *force majeure*; s. 36, which deals with the release of trade union leaders from work and the duration of such leave; and s. 52, which deals with the dissolution of trade unions. The Act also provides for the insertion of s. 23-A on the status granted to workers who are eligible for election as trade union leaders at the level of the enterprise. Lastly, it repeals ss. 55 (persons entitled to apply for the dissolution of a trade union), and 63 (which provided that a trade union's affiliation to a federation or confederation must be renewed every two years by its assembly to be legally valid, and if not renewed, it became disaffiliated by operation of law).]

- 14/XI/1985 Act No. 18469 to regulate the exercise of the constitutional right to health protection, and to establish a health benefit scheme. (ibid., 23 Nov.)

[The Act affirms the right to equal access to health protection (for salaried and non-salaried workers) and the right to choose freely between treatment by public and private practitioners; it regulates the exercise of these rights on the basis of a classification of insured persons into four income brackets. The scheme established under the Act covers workers in the public and private sectors, self-employed persons contributing to a recognised provident scheme, persons voluntarily contributing to such a scheme persons in receipt of a provident or subsistence pension for disability or unemployment. The scheme provides for medical benefits (preventive medical examinations, medical and dental care, and special assistance for pregnant women and children under six years of age), and financial benefits. The Act entered into force on 1 January 1986.]

- 22/XI/1985 Decree No. 369 to adopt the regulations governing the health-care benefit scheme. (ibid., 2 Jan. 1986)

[The Decree lays down the regulations governing the health-care benefit scheme set up under Act No. 18469 of 1985. In particular, it prescribes the conditions under which insured persons may choose between the public health service and private treatment (ss. 43–57). The new scheme will be financed by a state contribution and the contributions of subscribers, the balance of the cost being borne by the patient for benefits received (ss. 58–80). To meet such costs, provision is made for the granting of loans to insured persons by the National Health Fund. The Decree entered into force on 1 Jan. 1986.]

- 29/XI/1985 Act No. 18477 to amend certain statutory provisions. (ibid., 13 Dec. 1985)



**CHILE (cont.)**

[An Act to amend s. 98 of Decree (G) No. 1 of 1968, s. 89 of Decree (I) no. 2 of 1968, and s. 5 of Decree (I) No. 1 of 1980, all of which have force of law. They are superseded by the following provision: "Accidents sustained by personnel on the way to the place where their work is to be performed, as well as such accidents as they may sustain while commuting directly between their habitual or temporary workplace and their home, shall also be considered to be accidents sustained in service".]

17/XII/1985 Act No. 18481, to amend Legislative Decree No. 3500 of 1980. (*ibid.*, 24 Dec.)

[The Legislative Decree in question establishes a scheme covering old age, invalidity and survivors on the basis of individual capitalisation. The Act amends or supersedes ss. 36, 37, 39 and 47.]

31/XII/1985 Decision No. 1741 to set technical and administrative standards for the application of the rate in force under the health-care benefit scheme prescribed by Act No. 18469, with respect to freedom of choice. (*ibid.*, 3 Jan. 1986)

7/II/1986 Decree No. 42 to approve regulations under Act No. 1446 of 1976 approving rules for training and employment. (*ibid.*, 21 Aug.)

[Contains the regulations issued under the above-cited Act, as amended by Act No. 18391. The following persons fall within the system governed by these rules: workers in the private sector and in the services and institutions of the public sector, unemployed persons and first-time job-seekers, self-employed workers, and natural persons or members of associations comprised of persons who work in firms which they own. The task of the National Training and Employment Service is to provide job counseling. It may approve vocational training measures taken by firms so that they may benefit from tax advantages provided for in the statute. In addition, in every community, with certain exceptions, a placement agency may operate. These offices are to receive offers of work and classify them by occupation, speciality or branch of activity. They are to investigate and take note of manpower requirements, providing information regarding the persons who have the qualifications to meet them. These offices are to inform regional directorates of the National Service periodically about the situation in regard to labour supply and demand. Repeals Decree No. 50 of 2 July 1982 approving regulations under Legislative Decree No. 1446 of 1976 regarding the rules governing training and employment.]

19/II/1986 Decree No. 45 adopting regulations in application of sections 135 and 136 of Legislative Decree No. 2200 of 1978 [Chile 1]. (*ibid.*, 16 May)

[Sections 135 and 136 of Legislative Decree No. 2200, fixing standards concerning employment contracts and the protection of workers, deal with contracts of agricultural workers.]

1/IV/1985 Act No. 18510 establishing labour courts and procedures regarding labour matters, and amending the Code of court organisation (Act No. 14972) and Legislative Decrees Nos. 2758 and 3648, of 1979 and 1981 respectively. (*ibid.*, 14 May)

[This Act establishes a new type of judicial body, the labour courts (*Juzgados de Letras del Trabajo*). It accords them extensive competences in regard to the interpretation and application of contracts of employment and collective agreements, standards governing trade union organisations, social security matters, and complaints against the administrative authorities in the labour field. This special legislation expressly repeals certain provisions of the Code of civil procedure and the Code of court organisation. The Act details the rules of procedure concerning notification to parties, the presentation of briefs, offers of proof and verdicts. The Act requires the parties to submit to a conciliation procedure before the presiding judge prior to the actual judicial phase (s. 24). The execution of a judgment is governed by the Code of civil procedure, subject to several modifications (s. 44). The Act also defines the access to appeal in the courts of appeal (ss. 46 et seq.). In particular, it amends s. 74 of Legislative Decree No. 2758 of 1979 regarding collective bargaining (LS 1979—Chile 2) and refers to prior laws regarding labour courts. (Act No. 7726 of 1943, creating special labour appeal courts, was published in the *Legislative Series* as LS 1943—Chile 1.)]

19/V/1986 Decree No. 90 of the Ministry of Labour and Social Welfare establishing a ministerial committee to draw up a draft Labour Code. (*ibid.*, 24 June).

5/IX/1986 Act No. 18546 to amend the financing of the system governing death benefits provided for in Decree No. 90 of 1978, which has force of law. (*ibid.*, 17 Sept.)

[Also introduces various amendments in Legislative Decree No. 3501 of 1980 and Decree No. 36 of 1981, which has force of law.]

**COLOMBIA**

- 31/V/1985 Act No. 47 of 1985 to establish the Integrated Rural Development Fund, and for other purposes. (*Diario Oficial*, 5 June)

[The Act sets up a new Integrated Rural Development Fund whose function is to contribute, through the financing of projects and programmes, to the economic and social development of areas divided into smallholdings (*minifundios*). The Fund will be administered by the Ministry of Agriculture and its financial resources will consist of reallocated budgetary funds earmarked for the Integrated Rural Development Programmes and the Food and Nutrition Scheme (DRI-PLAN).]

- 9/VIII/1985 Decree No. 2166 of 1985 to establish the Colombian Artists' Social Security Fund, and for other purposes. (*ibid.*, 20 Aug.)

[The Decree establishes the Colombian Artists' Social Security Fund under the Ministry of Labour and Social Security. Sections 7–15 define its functions, management and administration. Membership in the Fund is made compulsory for all artistic undertakings. By way of social security contributions, an amount equivalent to 1 per cent (national artists) or 5 per cent (foreign artists) of the consideration payable under every contract entered into by such artists is to be deducted and paid to the Fund. Such contracts may be performed only after the Fund has issued a receipt certifying that the contribution has been paid. In addition, the Fund also receives a contribution varying between 5 and 25 per cent of the price of all records, cassettes and videotapes, payment of which is to be certified by a special stamp. The Decree lays down penalties for violations in the form of fines and withdrawal of the artist's card or listing in the registry of enterprises. The Decree was promulgated by the President of the Republic, in exercise of the exceptional powers vested in him by Act No. 25 of 1985.]

- 16/IX/1985 Act No. 62 to amend s. 3 of the Act No. 33 of 29 January 1985. (*ibid.*, 19 Sep.)

[The Act provides that all officials employed by entities affiliated to a provident fund are required to pay the prescribed contributions, at a rate proportional to their remuneration, to be determined, as regards officials in the national service, on the basis of their base pay, representation expenses, seniority bonuses, allowances for technical skill, qualifications, and training; allowances for Sundays and holidays; overtime; compensation for services performed, and for additional work or night-time work or for work on mandatory days of rest.]

**COSTA RICA**

- 27/VIII/1985 Act No. 6997 to amend s. 2 of Act No. 2248 of 5 September 1958 on the pensions and retirement benefits offered to persons employed in the national education system. (*La Gaceta*, 17 Oct.)

[An Act to define the conditions of eligibility for an ordinary retirement pension.]

- 7/X/1985 Decree No. 16620-TSS to lay down the rules of procedure of the Occupational Health Council. (*ibid.*, 4 Nov.)

- 7/X/1985 Decree No. 16621-PLAN-TSS to adopt the National Occupational Health Plan. (*ibid.*)

[This five-year plan is a basic document which lays down the objectives, guide-lines, scope, activities and instruments underlying the development of Costa Rica's policy in the field of occupational health. In particular, it defines the objectives of the Occupational Health Council, which, *inter alia*, is to promote occupational health by improving risk appraisal and control, and the training of the personnel responsible for performing certain specific tasks related to safety, by proposing measures in this area to the Minister of Labour and Social Security, and by establishing sectoral priorities. It also lays down objectives in terms of hygiene, occupational medicine and training.]

- 6/I/1986 Act No. 7020 to amend the first title of the Civil Code. (*ibid.*, 5 Feb.)

[This title (ss. 1 to 30) deals with sources of law, interpretation and application of legal norms, general effect of legal norms, and norms of private international law. The sections which make up Book I (Persons) of the Code are renumbered as ss. 31 to 79. The Act also amends s. 5 of the Basic Act governing the judiciary, to state as follows: "In the absence of a written norm or custom or usage applicable to a case, the case shall be governed by general principles of law."]

- 8/IV/1986 General Act regarding migration and alien status. (*ibid.*, 30 May)

[This Act defines the functions of the General Directorate of Migration and Alien Status and of the National Migration Council. It also establishes the special migration police and defines the various categories of migrants, containing provisions on their entry, stay and departure. It

**COSTA RICA (cont.)**

provides that foreigners have the same individual and social rights and duties as Costa Ricans, with certain exceptions. In addition, it defines the responsibilities of those furnishing work or lodging to foreigners who reside illegally in the country and to those who, although they are legal residents, have not been authorised to engage in such activity.]

**COTE D'IVOIRE**

25/VI/1986 Decree No. 86-444 to ratify the following: the Social Security Convention between the Government of the Republic of Côte d'Ivoire [Ivory Coast] and the Government of the French Republic, Protocol No. 1 on the maintenance of certain privileges regarding sickness insurance for French and Ivoirian insured persons who are present in the Côte d'Ivoire, and Protocol No. 2 regarding the system of social insurance for students, done at Paris on 16 January 1985. (*Journal Officiel*, 10 July)

[The Convention enters in force on the date called for in its art. 59. The text of the Convention is to be published later.]

1/VII/1986 Act No. 86-478 concerning fishing. (*ibid.*, 14 July)

[Limits engaging in fishing for profit to those having special authorisation. All previous provisions which are contrary to the new Act are repealed.]

**CYPRUS**

25/X/1985 Act No. 116 on social security. (*Episimos Efemeris*, Part I, 25 Oct.)

[An Act to amend Acts Nos. 41 of 1980, 42 of 1982, 11 of 1983, 7 of 1984 and 10 of 1985.]

16/V/1986 Act No. 57/1986 amending the legislation governing the merchant marine. (*Ephemeris tes Kybernesseos*, Part I, 16 May)

[The Act amends the 1963–1982 legislation on this subject. The amendment is introduced in s. 23 of the Act. The new provisions, which bear the numbers 23A to 23H, permit the double registration of vessels (vessels registered abroad may be registered in Cyprus).]

**DENMARK**

25/X/1985 Notification respecting evening or night work for young persons. No. 465. (*Lovtidende A*, 1985, No. 73)

21/XI/1985 Notification of the Act [No. 347 of 1984] respecting offers of employment for the unemployed. No. 535. (*ibid.*, No. 85)

4/XII/1985 Notification of the Seamen's Act. No. 519. (*ibid.*, No. 81)

[Consolidation of Act No. 420 of 1973 concerning seamen, which was published in the Legislative Series (LS 1973—Den. 2). The consolidated version incorporates the amendments adopted since the promulgation of the Act.]

4/XII/1985 Notification of the Act [No. 70 of 1967] respecting the training of merchant seamen. No. 518. (*ibid.*)

[Consolidation of Act No. 70 of 1967.]

12/XII/1985 Notification respecting the compensation payable under the Employment Injury Insurance Act [No. 79 of 1978: LS 1978—Den. 2] to persons who are admitted to institutions under the Assistance Act. No. 548. (*ibid.*, No. 85)

[Repeals Notification No. 571 of 1978 on the same subject.]

13/XII/1985 Notification respecting the pharmaceutical chemists' pension scheme. No. 557. (*ibid.*, No. 86)

[Repeals Notification No. 317 of 1970.]

18/XII/1985 Notification of the Working Environment Act. No. 646. (*ibid.*, No. 89)

[Consolidation of Act No. 681 of 1975 on the working environment, which was published in the Legislative Series (LS 1975—Den. 1). The consolidated version incorporates the amendments made since the promulgation of the Act.]

**DENMARK (cont.)**

- 19/XII/1985 An Act to amend the Act [No. 423 of 1981: cf. LS 1977—Den. 2 (consolidation)] respecting placement and unemployment insurance. No. 575. (ibid., No. 86)  
[Miscellaneous amendments.]
- 19/XII/1985 Notification to amend the Notification [No. 32 of 1979] respecting working clothes and means of personal protection. No. 650. (ibid., No. 89)  
[Amends ss. 5 and 16 (expenses).]
- 19/XII/1985 Notification respecting the employment of young persons in private undertakings with a wage subsidy. No. 634. (ibid., No. 88)
- 19/II/1986 An Act to amend the Act [No. 32 of 1976: LS 1976—Den. 1] respecting equal wages for men and women. No. 65. (ibid., No. 12)  
[Replaces s. 1 and amends ss. 3, 4 and 6.]
- 26/II/1986 Notification of the Act [No. 76 of 1937: LS 1937—Den. 2] respecting the engagement of ships' crews. No. 87. (ibid., No. 15)
- 26/II/1986 Notification of the Aliens Act [No. 226 of 1983]. No. 90. (ibid.)
- 18/III/1986 Notification respecting the Act [No. 142 of 1955] respecting employees' inventions. No. 131. (ibid., No. 18)
- 19/III/1986 Act respecting the family allowance for children. No. 147. (ibid., No. 21)  
[Tax-free allowance of 5,000 crowns a year payable quarterly for children under 18 years of age.]
- 9/IV/1986 An Act to amend the Act [No. 562 of 1982] respecting an Employees' Guarantee Fund. No. 196. (ibid., No. 25)  
[Minor amendments to ss. 2 and 9.]
- 9/IV/1986 An Act to amend the Act [No. 407 of 1985: cf. LS 1977—Den. 2 (consolidation)] respecting placement and unemployment insurance and for other purposes. No. 197. (ibid.)  
[Miscellaneous amendments. Inter alia, inserts a new s. 62a (daily benefit not payable to members receiving instruction).]
- 5/V/1986 Notification of the Act [No. 32 of 1976: LS 1976—Den. 1] respecting equal wages for men and women. No. 237. (ibid., No. 32)
- 7/V/1986 Notification respecting the election by employees of the members of the boards of insurance companies. No. 231. (ibid., No. 30)  
[Repeals Notification No. 460 of 1981 on the same subject.]
- 7/V/1986 Notification respecting the election by employees of the members of the boards of insurance companies that are holding companies for a group of companies. No. 232. (ibid.)  
[Repeals Notification No. 461 of 1981 on the same subject.]
- 4/VI/1986 An Act to amend the Act [No. 81 of 1984] respecting the daily cash benefit in the events of sickness and maternity. No. 348. (ibid., No. 38)  
[Miscellaneous amendments resulting from the introduction of partial pensions.]
- 4/VI/1986 Act respecting children's allowances and the advance payment of children's subsidies. No. 350. (ibid.)  
[Repeals the Act (No. 609 of 1978) respecting children's allowances and other family benefits.]
- 4/VI/1986 Act respecting partial pensions. No. 346. (ibid.)  
[These pensions are payable to persons between 60 and 67 years of age who reduce their hours of work. Entry into force: 1 Jan. 1987.]
- 4/VI/1986 An Act to amend the Act [No. 407 of 1985: cf. LS 1977—Den. 2 (consolidation)] respecting placement and unemployment insurance, and for other purposes. No. 294. (ibid.)  
[Miscellaneous amendments resulting from the introduction of partial pensions.]
- 4/VI/1986 An Act to amend the Act [No. 407 of 1985: cf. LS 1977—Den. 2 (consolidation)] respecting placement and unemployment insurance, and for other purposes. No. 296. (ibid.)  
[Miscellaneous amendments.]

**DENMARK (cont.)**

- 13/VI/1986 Notification of the Act [No. 609 of 1978] respecting children's allowances and other family benefits. No. 370. (*ibid.*, No. 41)
- 24/VI/1986 Notification for Greenland respecting the performance of work. No. 395. (*ibid.*, No. 44)  
[Safety and health measures to be taken under the Act respecting the working environment in Greenland.]
- 24/VI/1986 Notification for Greenland respecting rest periods and rest days. No. 397. (*ibid.*)
- 24/VI/1986 Notification for Greenland respecting technical appliances. No. 398. (*ibid.*)  
[Repeals Notification No. 150 of 1972 for Greenland respecting the installation of machinery, tools and technical appliances.]
- 24/VI/1986 Notification for Greenland respecting the installation of workplaces, etc. No. 399. (*ibid.*)
- 24/VI/1986 Notification for Greenland respecting relatively light forms of gainful employment for children. No. 400. (*ibid.*)  
[Types of work on which children over 10 and 13 years of age may be employed and those on which children under 15 years of age may not be employed.]
- 24/VI/1986 Notification for Greenland respecting the reporting of employment injuries. No. 401. (*ibid.*)
- 21/VII/1986 Notification of the Public Sickness Insurance Act [No. 94 of 1976: LS 1976—Den. 2 (consolidation)]. No. 490. (*ibid.*, No. 50)  
[New codification of the Public Sickness Insurance Act (LS 1976—Den. 2 (consolidation)), including the provisions of ten amending acts adopted from 1976 to 1985. The new financial provision enter into force on 1 Jan. 1987.]
- 22/VII/1986 Notification respecting partial pensions. No. 506. (*ibid.*, No. 54)  
[Under Act No. 346 of 1986 on the same subject.]
- 22/VII/1986 Notification respecting partial pensions for persons with some other form of earned income than a wage (persons engaged in self-employment, etc.). No. 491. (*ibid.*, No. 50).
- 11/VIII/1986 Notification respecting undertakings that are gainfully engaged in providing assistance in the filling of vacancies. (*ibid.*, No. 56).  
[The Notification deals with private agencies' records containing information on job-seekers. The information cannot indicate race, religion, political opinion, morals or drug use. With the consent of the job-seeker, any other personal information may be noted. The agency must inform the person concerned of the content of the recorded information within four weeks.]
- 22/VIII/1986 Notification respecting model rules for the work of Danish unemployment funds that have been recognised by the State. No. 545. (*ibid.*, No. 58)
- 28/VIII/1986 Notification of the Act [No. 161 of 1978: LS 1978—Den. 3] respecting equality of treatment as between men and women with regard to employment, etc. No. 572. (*ibid.*, No. 61)
- 1/IX/1986 Notification of the Bankruptcy Act [No. 444 of 28 Aug. 1984]. No. 588. (*ibid.*)  
[Provisions, *inter alia*, as to wage debts (s. 95).]
- 24/IX/1986 Notification respecting asbestos. No. 660. (*ibid.*, No. 70)  
[Numerous provisions, *inter alia*, as to safety at work. Repeals Notification No. 468 of 1979 respecting the use, etc., of asbestos.]

**ECUADOR**

- 1/XI/1985 Decision No. 0448, to approve the regulations governing the organisation and functioning of the Ecuadorian Institute for Agrarian Reform and Colonisation. (*Registro Oficial*, 15 Jan.)  
[The Institute is responsible, *inter alia*, for implementing the country's agricultural policy, ensuring a better distribution and utilisation of the land, and for carrying out technical, economic and social reforms with a view to transforming the economic and social structure of

**ECUADOR (cont.)**

rural areas, promoting training and improving the economic and social organisation of agricultural workers.]

10/I/1986 Decree No. 1501-A, to reform the general regulations governing the Education Act. (ibid., 28 Jan.)

22/I/1986 Act No. 19, to amend certain statutory provisions respecting indemnification for transport and indemnification for rising living costs. (ibid., 22 Jan.)

[Amends the Act Governing indemnification for transport costs and rising living costs. It provides for such indemnification in respect of civil servants and workers whose remuneration is less than twice the amount of the basic minimum wage. It also sets the amount of such indemnification.]

12/II/1986 Decree No. 1597 regarding amendments to the statutes of the Ecuadorian Social Security Institute. (ibid., 30 Apr.)

[Replaces Title VIII (insurance for occupational hazards), which calls for monetary benefits (in cases of temporary incapacity, partial or total permanent incapacity, total permanent incapacity, and death), benefits in the form of assistance (medical-surgical, pharmaceutical, or rehabilitation assistance, hospitalisation, prosthesis, etc.) and preventive services (studies, analyses, evaluation and control of occupational hazards, etc.).]

12/V/1986 Legislative Decree No. 21, to introduce amendments to the Act concerning compulsory social insurance and to the Act concerning extension of social security to peasant farmers. (ibid., 13 May)

[The Legislative Decree adds Title IX-A (compulsory insurance in agricultural work) to the Act concerning compulsory social insurance, calling for benefits in cases involving illness, maternity, dental care, occupational hazards, retirement for reasons of invalidity and age, and assistance in regard to funeral expenses. Agricultural social insurance is financed by contributions made by the agricultural employer equivalent to 5 per cent of the wage earned by the agricultural worker and by the personal contribution of the agricultural worker equivalent to 3 per cent of the wage. The Legislative Decree also adds Titles IX-B (voluntary insurance) and IX-C (Fund for social insurance for the disadvantaged). This Fund serves to finance the development of a social security programme aimed at the disadvantaged sector of the population, who earn less than the minimum wage necessary to live, and who are not covered by another type of insurance. Social security for peasant farmers covers all members of communities, co-operatives, committees or any other type of popular peasant organisation which is permanent in nature, as well as their family members. It also protects peasant farmers who, although not belonging to such an organisation, express their desire to be covered by the system.]

27/V/1986 Decree No. 1897 to issue general regulations under the mining Act. (ibid., 4 June).

[Deals with the regulations for applying Legislative Decree No. 6 of 21 Aug. 1985 which issued the Mining Act. Repeals the regulations issued by Decree No. 438 of 17 Jan. 1985 under the Mining Promotion Act.]

29/V/1986 Act No. 26 respecting the promotion of crafts. (ibid., 29 May)

[Title V of the Act deals with social security for craftspeople, extending it to workers who are part of the family and who contribute with their work to the functioning of the workshop, etc. This includes the spouse of the craftsperson, whether the latter is the owner of the workshop or independent. The Act amends the Act respecting small-scale industry and crafts, codified by Supreme Decree No. 921 of 1973, which remains in force as an Act exclusively for the promotion of small-scale industry.]

30/VI/1986 Regulations under the Act governing alien status. (ibid., 7 July).

[Repeals the Regulations under the Act governing alien status which were issued by Executive Decree No. 1898 of 1971, as amended.]

**EGYPT**

1985 Order No. 108 of 1985 of the Ministry of Manpower and Training, to establish the Joint Consultative Commission on Occupational Health and Safety in the Governorate of Southern Sinai. (*Al-Waqai al-Misriya*, 23 Nov.).

[Order issued under s. 132 of the Labour Code, No. 137 of 1981 (LS 1981—Egypt 1).]

**EGYPT (cont.)**

- 1985 Order No. 111 of 1985, of the Ministry of Manpower and Training, to establish the Joint Consultative Commission on Occupational Health and Safety in the Governorate of Alexandria. (*ibid.*, 30 Nov.)
- 30/XII/1985 Order No. 1735 of 1985, of the Chairman of the Council of Ministers, to amend certain provisions of Order No. 1007 of 1978, of the Chairman of the Council of Ministers, concerning the criteria for the classification of jobs in the public sector. (*ibid.*, 8 Jan. 1986)
- 4/II/1986 Presidential Decision No. 62 concerning the rules to apply in cases of a change in social insurance coverage. (*Al-jarida al-rasmiya*, 27 Feb.)
- 8/IV/1986 Order No. 45 of the Minister of Manpower and Training calling for the establishment of a joint advisory committee on occupational safety and health in the Bouhayra Governorate. (*ibid.*, 29 Apr.)
- [Issued under s. 132 of the Labour Code. (LS 1981—Egypt 7).]
- 8/IV/1986 Order No. 42 of the Minister of Manpower and Training calling for the establishment of a joint advisory committee on occupational safety and health in the Doumyiat Governorate. (*ibid.*)
- [Issued under s. 132 of the Labour Code (LS 1981—Egypt 7).]

**FINLAND**

- 5/VI/1985 Decision of the Ministry of Social Welfare and Health, made under section 3 of the Self-Employed Persons' Pensions Act (No. 468 of 1969) and section 4 of the Farmers' Pensions Act (No. 467 of 1969) [LS 1969—Fin. 2, 1970—Fin. 7]. (*Finlands Författningssamling—Suomen Säädoskokoelma*, Text 452)
- [Grant of exemptions.]
- 6/VI/1985 Decision of the Council of State respecting the prevention of the risk of cancer at work. (*ibid.*, Text 583)
- [Repeals the Decision of the Council of State (No. 952 of 1975) to apply the Act respecting protection against carcinogenic substances and operations at work.]
- 6/VI/1985 Decision of the Council of State respecting a council for the assessment of health risks associated with chemical substances. (*ibid.*, Text 584)
- 6/VI/1985 Decision of the Council of State respecting a committee for the protection of workers against chemical substances. (*ibid.*, Text 585)
- 14/VI/1985 An Act to amend the Sickness Insurance Act (No. 364 of 1963). (*ibid.*, Text 479)
- [Amends ss. 5, 9, 30 and 76 and inserts a new s. 5a (definition of reimbursable medicaments).]
- 14/VI/1985 An Act to amend the Act (No. 366 of 1963) respecting employers' social insurance contributions. (*ibid.*, Text 461)
- [Amends ss. 2, 5, 8 to 10 and 17.]
- 12/VII/1985 Ordinance respecting the duties of certain authorities in connection with the assessment of the possible risk of cancer presented by substances and products. (*ibid.*, Text 586)
- 26/VII/1985 An Act to amend the Sickness Insurance Act (No. 364 of 1963). (*ibid.*, Text 661)
- [Amends ss. 5, 10 and 29 and inserts a new s. 5b (dental benefit).]
- 26/VII/1985 An Act respecting pensions for certain performers and editors who are parties to an employment relationship. (*ibid.*, Text 662)
- [Covers, inter alia, musicians, actors, dancers, newspaper, radio and television journalists, translators and photographers.]
- 26/VII/1985 An Act to amend section 2 of the State Pensions Act (No. 280 of 1966). (*ibid.*, Text 664)
- 26/VII/1985 An Act to amend the Act respecting pensions for workers employed under short-term contracts (No. 134 of 1962). (*ibid.*, Text 667)
- [Amends ss. 4, 5 and 5a and inserts a new s. 4a (disability pensions).]
- 26/VII/1985 An Act to amend the Self-Employed Persons' Pensions Act (No. 468 of 1969). (*ibid.*, Text 669)

**FINLAND (cont.)**

[Amends ss. 5, 8 and 17.]

26/VII/1985 An Act to amend the Sickness Insurance Act (No. 364 of 1963). (ibid., Text 674)  
[Amends s. 19 and inserts a new s. 15a (daily benefit not normally payable to old-age pensioners).]

26/VII/1985 An Act to amend the Placement Act (No. 246 of 1959). (ibid., Text 652)

[Amends ss. 1 and 17 and inserts a new s. 2a (temporary work agencies). The 1959 Act was published in the *Legislative Series* (LS 1959—Fin. 1).]

26/VII/1985 An Act to amend the National Pensions Act (No. 347 of 1956). (ibid., Text 670)

[Amends ss. 20, 22, 25a, 26 and 30a, inserts new ss. 22a and 39a (disability pensions) and repeals s. 25b. The 1956 Act was published in the *Legislative Series* (LS 1956—Fin. 2, 1960—Fin. 5). These amendments affect the pension schemes covering the various occupational categories (employed and self-employed persons, agricultural workers, civil servants, actors and editors; see list of references and supplement).]

26/VII/1985 An Act to amend s. 8 of the Workers' Pensions Act (No. 395 of 1961) [LS 1961—Fin. 4]. (ibid., Text 663)

26/VII/1985 An Act to amend the Workers' Pensions Act (No. 395 of 1961) [LS 1961—Fin. 4]. (ibid., Text 666)

[Amends ss. 4, 4d, 5, 5b, 6, 7a and 8 and inserts a new s. 4e (disability pensions).]

26/VII/1985 An Act to amend the Farmers' Pensions Act (No. 467 of 1969) [LS 1969—Fin. 2, 1970—Fin. 7]. (ibid., Text 668)

[Amends ss. 6, 9 and 19.]

26/VII/1985 An Act to amend the Survivors' Pensions Act (No. 38 of 1969) [LS 1969—Fin. 1]. (ibid., Text 673)

[Amends ss. 9a, 9b, 13 and 15b.]

9/VIII/1985 An Act to amend the State Pensions Act (No. 280 of 1966). (ibid., Text 696)

[Inserts a new s. 14 (delay in payment).]

9/VIII/1985 An Act to amend the State Family Pensions Act (No. 774 of 1968). (ibid., Text 697)

[Replaces s. 9 (delay in payment).]

29/V/1986 Decision of the Council of State to lay down rules for blasting and quarrying. (ibid., Text 410)

[Repeals the Decision of 23 June 1965 on the same subject.]

6/VI/1986 An Act to amend sections 3 and 38 of the Act (No. 320 of 1970) [LS 1970—Fin. 2, 1974—Fin. 2] respecting contracts of employment. (ibid., Text 423)

6/VI/1986 An Act to amend sections 7 and 10 of the Act (No. 436 of 1946) [LS 1946—Fin. 2] respecting collective agreements. (ibid., Text 424)

6/VI/1986 An Act to amend section 16 of the Act (No. 420 of 1962) [LS 1962—Fin. 1, 1970—Fin. 5] respecting mediation in labour disputes. (ibid., Text 425)

6/VI/1986 An Act to amend section 11 of the Act (No. 602 of 1984) to protect the livelihood of unemployed persons. (ibid., Text 426)

[Entitlement to unemployment benefit in certain cases.]

13/VI/1986 An Act to amend the Sickness Insurance Act (No. 364 of 1963). (ibid., Text 458)

[Amends ss. 23 and 23a and inserts a new s. 23b (benefit where child is stillborn).]

13/VI/1986 An Act to amend sections 11 and 18 of the Workers' Pensions Act (No. 395 of 1961) [LS 1961—Fin. 4]. (ibid., Text 459)

13/VI/1986 An Act to amend section 19 of the Farmers' Pensions Act (No. 467 of 1969) [LS 1969—Fin. 2, 1970—Fin. 7]. (ibid., Text 460)

13/VI/1986 An Act to amend section 17 of the Self-Employed Persons' Pensions Act (No. 468 of 1969). (ibid., Text 461)



**FINLAND (cont.)**

- 13/VI/1986 An Ordinance to amend s. 6 of the Ordinance (No. 575 of 1983) to promote the mobility of labour. (*ibid.*, Text 465)
- 27/VI/1986 Ordinance respecting the protection of young workers. (*ibid.*, Text 508)  
[Repeals Ordinance No. 212 of 1972 respecting the employment of young persons on dangerous work.]
- 11/VII/1986 Ordinance to amend the Ordinance (No. 60 of 1972) respecting vocational schools for persons with defective eyesight or hearing. (*ibid.*, Text 555)  
[Numerous amendments; inter alia, amends the title of the Ordinance, to read "Ordinance respecting vocational schools for handicapped persons".]
- 11/VII/1986 An Act to amend the Act (No. 16 of 1974) respecting retirement pensions for farmers. (*ibid.*, Text 565)  
[Miscellaneous amendments.]
- 25/VII/1986 An Act to amend the Sickness Insurance Act (No. 364 of 1963). (*ibid.*, Text 584)  
[Amends s. 4 and inserts a new s. 4*a* (benefit for persons with communicable diseases).]
- 25/VII/1986 An Act to amend the Sickness Insurance Act (No. 364 of 1963). (*ibid.*, Text 586)  
[Inserts a new s. 27*b* (entitlement to refunds in certain cases).]
- 25/VII/1986 An Act to amend the Seamen's Act (No. 423 of 1978) [LS 1978—Fin. 2]. (*ibid.*, Text 591)  
[Numerous amendments relating, inter alia, to parental leave.]
- 25/VII/1986 An Act to amend the Seamen's Leave Act. (*ibid.*, Text 592)  
[Amends ss. 3, 4, 6 and 16.]
- 8/VII/1986 An Act to amend the National Pensions Act (No. 347 of 1956) [LS 1956—Fin. 2, 1960—Fin. 5]. (*ibid.*, Text 594)  
[Amends ss. 22*a*, 26, 31 and 45, repeals s. 67*a* and inserts a new s. 39*b* (moratory interest).]
- 8/VIII/1986 An Act to amend the Survivors' Pensions Act (No. 38 of 1969) [LS 1969—Fin. 1]. (*ibid.*, Text 595)  
[Amends s. 15*b* and repeals s. 16*e*.]
- 8/VIII/1986 An Act to amend the Act (No. 591 of 1978) respecting housing supplements for pensioners. (*ibid.*, Text 597)  
[Amends ss. 11 and 14 and repeals s. 8*c*]
- 8/VIII/1986 An Act to amend section 28*b* of the Seamen's Pensions Act (No. 72 of 1956) [LS 1956—Fin. 1 . . . 1970—Fin. 6]. (*ibid.*, Text 599)
- 8/VIII/1986 An Act to amend the Accident Insurance Act (No. 608 of 1948) [LS 1948—Fin. 4*A*, 1950—Fin. 2*A*]. (*ibid.*, Text 601)  
[Inserts a new s. 61*a* (overlapping benefits).]
- 8/VIII/1986 An Act to amend the Workers' Pensions Act (No. 395 of 1961) [LS 1961—Fin. 4]. (*ibid.*, Text 603)  
[Numerous amendments.]
- 8/VIII/1986 An Act to amend the Act (No. 134 of 1962) respecting pensions for workers employed under short-term contracts. (*ibid.*, Text 604)  
[Amends ss. 1, 4, 5 and 9.]
- 8/VIII/1986 An Act to amend the Farmers' Pensions Act (No. 467 of 1969) [LS 1969—Fin. 2, 1970—Fin. 7]. (*ibid.*, Text 605)  
[Amends ss. 6, 6*c*, 8 and 19.]
- 8/VIII/1986 An Act to amend the Self-Employed Persons' Pensions Act (No. 468 of 1969). (*ibid.*, Text 606)  
[Amends ss. 5, 7 and 17.]

**FINLAND (cont.)**

- 8/VIII/1986 An Act to amend section 27 of the Sickness Insurance Act (No. 364 of 1963). (ibid., Text 607)
- 8/VIII/1986 An Act to amend section 16 of the Act (No. 602 of 1984) to protect the livelihood of unemployed persons. (ibid., Text 608)
- 8/VIII/1986 Act respecting the Equality Commissioner and the Equality Board. (ibid., Text 610)
- 8/VIII/1986 An Act to amend section 17 of the Act (No. 320 of 1970) [LS 1970—Fin. 2, 1974—Fin. 2] respecting contracts of employment. (ibid., Text 611)  
[Non-discrimination.]
- 8/VIII/1986 An Act to amend section 15 of the Seamen's Act (No. 423 of 1978) [LS 1978—Fin. 2]. (ibid., Text 612)  
[Non-discrimination.]
- 22/VIII/1986 An Ordinance to amend the Ordinance (No. 258 of 1974) respecting retirement pensions for farmers. (ibid., Text 628)  
[Amends ss. 5, 8 and 10 to 12 and inserts new ss. 4a and 4b.]
- 22/VIII/1986 Ordinance respecting the Committee on Equality Problems. (ibid., Text 638)  
[Repeals Ordinance No. 455 of 1972 on the same subject.]
- 11/IX/1986 Decision of the Council of State to amend the Decision of the Council of State (No. 1010 of 1978) respecting works health care for entrepreneurs and other self-employed persons. (ibid., Text 694)  
[Inserts a new s. 5a (first aid).]
- 19/IX/1986 Ordinance respecting the entry into force of the Social Security Convention concluded with Switzerland [on 28 June 1985 in Berne] and the commencement of the Act [No. 670 of 1986] to approve certain provisions of that Convention. (ibid., Text 671; errata, ibid., Text 175).  
[Text of the Convention not reproduced.]
- 19/IX/1986 An Ordinance to amend section 3 of the Ordinance (No. 743 of 1984) to give effect to the Act (No. 603 of 1984) respecting unemployment funds. (ibid., Text 680)
- 26/IX/1986 An Ordinance to amend the Ordinance (No. 547 of 1948) to give effect to the Act (No. 541 of 1948) [LS 1948—Fin. 3] respecting child allowances. (ibid., Text 693)  
[Amends ss. 4, 10 and 12.]
- 17/X/1986 Ordinance respecting the Equality Commissioner and the Equality Board. (ibid., Text 739)

**FRANCE**

- 30/IX/1985 Decree No. 85-1054 concerning the reassignment of civil service officials who are held to be unfit for the performance of their duties. (*Journal officiel*, 2 Oct.)
- 8/X/1985 Decree No. 85-1081 containing provisions concerning the secondment of territorial authority officials. (ibid., 12 Oct.)
- 22/X/1985 Decree No. 85-1133 concerning the register recording work-related accidents. (ibid., 26 Oct.)  
[Specifies the conditions subject to which a sickness insurance fund may authorise an employer to keep a register recording industrial accidents, under s. L. 472 of the Social Security Code.]
- 23/X/1985 Decree No. 85-1141 concerning the disciplinary procedure applicable to officials governed by Act No. 84-53 of 26 January 1984, as amended, which enacted rules concerning the territorial public service. (ibid., 28/29 Oct.)  
[Establishment of disciplinary boards, attached to the joint administrative commissions. Membership; mode of appointment of representatives of territorial authorities and of the staff. Procedure; safeguards for the official's right to state his case. Penalties; possibility of dismissal without pension. Right of appeal to the higher civil service board. The Decree replaces various

**FRANCE (cont.)**

provisions of the Code concerning municipalities, of the regulations applicable to staff of the Department of Paris, etc.]

- 23/X/1985 Decree No. 85-1129 concerning the financial organisation of the sickness and maternity insurance scheme for non-wage-earning workers in non-agricultural occupations. (ibid., 25 Oct.)

[Operation and management of the National Fund and of the regional mutual funds. Replaces decrees Nos. 69-252 and 71-457 dealing with the same subject.]

- 24/X/1985 Decree No. 85-1148 concerning the remuneration of civilian and military personnel employed by the State and the staff of territorial authorities. (ibid., 4/5 Nov.)

[The Decree redefines the salary and pay subject to deductions for pension purposes; redefines the residence allowance and the family salary supplement. Repeals Decree No. 74-652, as amended, which dealt with the same subject.]

- 29/XI/1985 Decree No. 85-1265 to regulate the administrative and financial organisation of local public establishments for agricultural instruction and vocational training. (ibid., 1 Dec.)

- 4/XII/1985 Act No. 85-1274 to improve retirement pension schemes for repatriates. (ibid., 5 Dec.)

[An Act to improve the pension rights of certain French and foreign nationals having worked in territories that were, at the time, under French sovereignty, but which have become independent.]

- 11/XII/1985 Order to endorse the agreement of 19 November 1985 on unemployment insurance, and the regulations annexed thereto. (ibid., 24 Jan.)

- 16/XII/1985 Decree No. 85-1350 concerning co-ordination between the disability insurance schemes established under s. 79 of Act No. 85-10 to promulgate various provisions on social matters. (ibid., 20 Dec.)

- 17/XII/1985 Decree No. 85-1353 concerning the Social Security Code (Legislative part and part on Decrees of the Council of State). (ibid., 21 Dec.)

- 17/XII/1985 Decree No. 85-1354 concerning the Social Security Code (part on Decrees). (ibid.)

[A revised version of the Social Security Code is annexed to the two decrees. Basically, the legislation in force has been revised for constitutional reasons and presented in a new form. Under the Constitution of 1958, the legislative powers of Parliament extended only to the most basic principles of social security, the remainder being left to the executive branch. Since no clear borderline had been drawn between the scope of legislation and that of the various regulations, the codifiers undertook systematically to reclassify existing statutes (both pre-1958 and post-1958) on that basis. However, the new codification also entailed substantive changes through the repeal of many legislative and regulatory provisions.]

- 20/XII/1985 Decree No. 85-1494 to amend ss. R. 961-3 and R. 961-6 of the Labour Code on vocational training internships. (ibid., 1 Jan. 1986)

- 27/XII/1985 Decree No. 85-1453 to amend Decree No. 73-600, as amended, prescribing the formalities and procedure governing compensation in respect of industrial accidents sustained by employed agricultural workers. (ibid., 31 Dec., 1985)

- 31/XII/1985 Decree No. 85-1517 concerning the eligibility of agricultural and non-agricultural workers covered by social security for insurance benefits in respect of sickness, maternity, disability and death in the Departments of Guadeloupe, Guyana, Martinique and Réunion. (ibid., 5 Jan. 1986)

- 3/I/1986 Act No. 86-1 concerning the right of expression of employed persons, and to amend the Labour Code in certain particulars. (ibid., 4 Jan.)

[The Act stipulates that wage-earning workers have a right of direct and collective expression in matters pertaining to the substance, conditions and organisation of their work. Its purpose is to improve working conditions, the organisation of work and the quality of production in undertakings. Such views as may be expressed by wage-earning workers in exercise of this right will not constitute grounds for a penalty or dismissal; and time devoted thereto will be remunerated as working time. Where a trade union organisation is represented in the enterprise, the procedure for the exercise of the right of expression of wage-earning workers must be determined by agreement between the employer and the trade union. The Labour Code contains amendments to ss. L. 461-1 to 461-5 of the Labour Code, and it supplements Book IV, title VIII

**FRANCE (cont.)**

with a new Ch. VI on penalties for non-observance. The Labour Code as amended was published in the Legislative Series (LS 1982—Fr. 2).]

- 6/1/1986 Act No. 86-17 to adapt health and social legislation to the transfers of competence for matters pertaining to social assistance and health care. (ibid., 8 Jan.)
- 6/1/1986 Act No. 86-19 to reduce to 60 years the age of retirement for non-wage-earning agricultural workers. (ibid.)
- [An Act to amend the Rural Code by providing for the entitlement of agricultural workers to a retirement pension as from the age of 60. The entitlement will be effective as from 1990, and transitional provisions will be applied over the next five years. The maximum amount of the pension will be granted to persons having worked for 371/2 years or longer. Receipt of a retirement pension will carry statutory restrictions on the agricultural worker's right to carry on non-wage-earning activity, or work as a wage-earning agricultural worker.]
- 17/1/1986 Act No. 86-75 to amend Ordinance No. 82-290 and Act No. 84-575, with regard to the limitation of the possibility of having both a retirement pension and income from work. (ibid., 18 Jan.)
- 17/1/1986 Act No. 86-76 to promulgate various provisions on social matters. (ibid.)
- 23/1/1986 Decree No. 86-112 to amend the Code of civilian and army retirement pensions (Part III: Decrees). (ibid., 26 Jan.)
- 23/1/1986 Decree No. 86-100 to prescribe a procedure for the application of s. 78 of Act No. 85-1403 of 30 December 1985, providing for a specific amount of compensation as between the special old-age insurance schemes. (ibid., 24 Jan.)
- 28/1/1986 Decree No. 86-130 to amend the Social Security Code (Part II: Decrees of the Council of State), and to provide for the monthly payment of old age, disability and industrial accident benefits. (ibid., 29 Jan.)
- 28/1/1986 Decree No. 86-131 to amend the Social Security Code (Part III: Ordinary Decrees) and to provide for the monthly payment of old age, disability and industrial accident benefits. (ibid.)
- 30/1/1986 Decree No. 86-146 to establish and regulate the National Institute for Labour, Employment and Vocational Training. (ibid., 1 Feb. 1986)
- 31/1/1986 Decree No. 876-156 to make the social protection institutions covering the iron and steel industry subject to economic and financial control by the State. (ibid., 6 Feb.)
- 3/II/1986 Decree No. 86-173 to amend s. R. 117-1 of the Labour Code, on ceilings for the simultaneous employment of apprentices. (ibid., 7 Feb.)
- 12/II/1986 Decree No. 86-204 to amend the Social Security Code in certain particulars concerning some categories of family-benefit recipients in the overseas departments. (ibid., 14 Feb.)
- 12/II/1986 Decree No. 86-205 to fix the amount of certain family benefits and contributions in respect of certain categories of persons in the overseas departments. (ibid.)
- 13/II/1986 Decree No. 86-269, on the protection of workers exposed to benzene. (ibid., 27 Feb.)
- [The Decree prohibits the use of solvents or thinners containing more than 0.2 per cent of benzene by weight, unless they are used in closed equipment. It also states that the average concentration of benzene vapour in the air breathed by a worker must not exceed 5 ppm (16 mg/m<sup>3</sup>) per working day. It institutes a system of supervision for the exposure of workers to benzene vapour and provides for preventive measures and medical checks. The Decree refers to the Workers' Representatives Convention, 1971 (No. 135), and the Benzene Convention, 1971 (No. 136). It repeals Decrees Nos. 47-1620 and 69-646.]
- 18/II/1986 Decree No. 86-267 to modify the compulsory supplemental old-age insurance scheme covering certain non-wage earning workers in the crafts. (ibid.)
- 21/II/1986 Decree No. 86-232 to amend ss. D. 635-13, D. 635-16 and D. 635-17 of the Social Security Code on the disability insurance scheme covering certain non-wage-earning workers in the crafts. (ibid., 21 Feb.)
- 28/II/1986 Act No. 86-280, to amend the Labour Code in certain particulars relating to collective bargaining in respect of the adjustment of working hours. (ibid., 3 Jan.)

## FRANCE (cont.)

[This Act amends a number of sections of the Labour Code relating to hours of work. It was the subject of prolonged debate because it introduces a new concept, namely that it will henceforth be possible to provide by collective or works agreement for departures from the decrees regulating hours of work, which are otherwise mandatory. There will nevertheless be limits to such departures. The length of the statutory working week is 39 hours, but the Act provides, for example, that agreement may be reached increasing it to 41 hours, without an increase in pay, on condition that the average length of the weeks worked over the year does not exceed 38 hours and that the annual number of hours of overtime does not exceed 80. The Act also contains provisions adapting conditions of remuneration, the payment of overtime and the grant of compensatory rest periods to the adjustments made in the hours of work. These adaptations do not apply to fixed-term or temporary contracts of employment and must be justified by economic considerations, to be specified in the agreements concerned. The Act amends the Labour Code respecting hours of work, which was published in the *Legislative Series* (1981—Fr. 1 . . . 1984—Fr. 1).]

4/III/1986 Decree No. 86-300, on voluntary old-age insurance for persons assisting their spouses engaged in a handicraft, in industrial business or in trade. (*ibid.*, 5 Mar.)

6/III/1986 Decree No. 86-353, to prescribe the extent of the guarantee covering amounts due by way of remuneration in the event of the judicial restructuring or liquidation of undertakings. (*ibid.*, 13 Mar.)

[Supersedes s. D. 143-2 of the Labour Code and provides for the insertion of new ss. 143-3 and 143-4.]

10/III/1986 Decree No. 86-381, to amend Book IV of the Social Security Code in certain particulars. (*ibid.*, 14 Mar.)

[Amends, *inter alia*, s. 3 of Title III, Ch. IV (coverage and processing of permanent disability benefits) and s. 1 of Title VIII, Ch. 1 (coverage of vocational rehabilitation costs in respect of the victims of industrial accidents).]

12/III/1986 Decree No. 86-350, made under Act No. 85-1274 of 4 December 1985 providing for the improvement of the pension scheme covering repatriates. (*ibid.*, 13 Mar.)

[Provides for assistance in buying back retirement pension shares.]

12/III/1986 Decree No. 86-383, to extend the application of legislation on industrial accidents to insured persons in receipt of a conversion allowance, and to amend ss. R. 434-16 and R. 434-30 of the Social Security Code. (*ibid.*, 14 Mar.)

12/III/1986 Decree No. 886-399, to regulate the organisation and functioning of the Centre for Employment Studies. (*ibid.*)

[Establishes and organises a new Centre for Employment Studies through the partitioning of the Institute of Demographic Studies.]

12/III/1986 Decree No. 86-400, made under Title II of Ordinance No. 82-290 of 30 March 1982, restricting the possibility of cumulating a retirement pension with income from gainful activity. (*ibid.*)

13/III/1986 Decree No. 86-523, made under ss. L. 127-1 to L. 127-7 of the Labour Code [LS 1981—Fr. 1 . . . 1984—Fr. 1], to make provisions respecting employers' associations. (*ibid.*, 16 Mar.)

13/III/1986 Decree No. 86-524, made under s. L. 620-3 of the Labour Code [LS 1981—Fr. 1 . . . 1984—Fr. 1] providing for the keeping of a single personnel register. (*ibid.*)

[Prescribes the additional information to be entered in the register.]

13/III/1986 Decree No. 86-525, made under s. L. 620-6 of the Labour Code [1981—Fr. 1 . . . 1984—Fr. 1], to prescribe the procedure governing the communication of the documents on inspection and verification to be supplied by employers in respect of health and safety. (*ibid.*)

13/III/1986 Decree No. 86-375, made under Title II of Act No. 86-19 of 6 January 1986, respecting the lowering of the age of retirement to sixty years in respect of non-salaried agricultural workers. (*ibid.*, 14 Mar.)

[Regulates the termination of the activities of agricultural workers at the age of retirement, and the possibility of granting authorisation for the continuation of such activities.]

**FRANCE (cont.)**

- 13/III/1986 Decree No. 86-376 to amend Decree No. 80-808 of 14 October 1980, and make provisions respecting the retirement pension scheme covering non-salaried agricultural workers. (ibid.)  
 [Determines, inter alia, the length of the period of activity for the purpose of calculating retirement pensions.]
- 13/III/1986 Decree No. 86-384 to amend the Code on mutual societies (Regulative Part) and amend the Labour Code (Regulative Part). (ibid.)  
 [Reforms the Code on mutual societies and inserts, in the Labour Code (Regulative Part), a new s. 3 in Book II, Chap. V, concerning leave for mutual society activities.]
- 14/III/1986 Decree No. 86-481, to amend Decree No. 75-957 of 17 October 1975 laying down the conditions governing the application of s. 997 of the rural Code, respecting weekly rest in agriculture. (ibid., 16 Mar.)
- 14/III/1986 Decree No. 86-510 made under para. 2 of s. 167 of the family and social assistance Code, to regulate the eligibility of handicapped workers admitted to the centres for assistance through work, for authorisation to engage in work outside the establishment. (ibid.)  
 [Governs contracts of employment between the centre for assistance and external employers.]
- 14/III/1986 Decree No. 86-531, made under ss. L. 122-1-1, L. 124-2, L. 124-2-1 and L. 124-2-7 of the Labour Code [LS 1981—Fr. 1 . . . 1984—Fr. 1]. (ibid.)  
 [Prescribes procedures for the administrative supervision of recourse to temporary employment and fixed-term contracts.]
- 14/III/1986 Decree No. 86-561, respecting the solidarity contributions payable by retired non-salaried agricultural workers under section L. 651-10 of the Social Security Code and Act No. 86-75 of 17 January 1986. (ibid., 17/18 Mar.)
- 16/III/1986 Decree No. 86-527, made under s. L. 620-7 (paras. 2 and 3) of the Labour Code [LS 1981—Fr. 1 . . . 1984—Fr. 1], to prescribe the conditions and restrictions governing derogation from the obligation to keep certain registers provided for in the labour legislation. (ibid., 16 Mar.)
- 18/III/1986 Decree No. 86-658, to amend certain provisions of the Social Security Code (Part II: Decrees of the State Council) respecting administrative procedures and dispute resolution. (ibid., 20 Mar.)
- 6/VI/1986 Decree No. 86-762 amending the Social Security Code and eliminating the action committee on health and social affairs. (ibid., 8 June)  
 [Repeals s. R. 261-2 of the Social Security Code.]
- 2/VII/1986 Act No. 86-793 authorising the Government to take various economic and social measures. (ibid., 3 July)  
 [Act enabling the Government, during a period of six months at the most, to take measures by means of issuing ordinances. The areas targeted for legislation concern prices and competition (s. 1), development of employment (s. 2), participation of employees in the enterprise (s. 3), and the transfer to the private sector of the principal industrial undertakings and financial institutions which had previously been nationalised (ss. 4 to 7).]
- 3/VII/1986 Act No. 86-797 regarding the elimination of administrative authorisation in order to make dismissals. (ibid., 4 July)  
 [The Act eliminates the requirement of administrative authorisation to dismiss a worker for economic reasons as from 1 Jan. 1987 (s. 1). This procedure afforded the labour authorities the power to authorise dismissals or not; the first paragraph of s. L. 321-7 of the Labour Code (LS 1981—Fr. 1 (consolidation) . . . 1984—Fr. 1), which introduced it, is repealed. The new Act calls for a new draft Bill to be laid before Parliament to define the new procedures regarding information and/or consultation of representatives of wage-earners, as well as the rules on measures for regrouping and compensation envisaged by an employer in cases of dismissal for economic reasons (s. 3). As a transitional measure, the present Act introduces consultation procedures between the employer and the worker or their representatives concerning the reasons for the planned dismissals and the way in which they will occur. Several other sections of the Labour Code are repealed or modified accordingly.]
- 16/VII/1986 Ordinance No. 86-836 regarding the employment of young persons aged 16 to 25 years. (ibid., 17 July; 21/22 July)

## FRANCE (cont.)

[The Ordinance is aimed at promoting the employment of young persons by exempting employers who engage them from having to pay all or part of social security contributions on their behalf. It also amends the two first subsections of s. L. 980-9 of the Labour Code.]

- 16/VII/1986 Decree No. 86-838 amending various sections of the Social Security Code (in part legislated and in part decreed by the Council of State). (ibid., 17 July)

[Makes various additions to the new Social Security Code.]

- 16/VII/1986 Decree No. 86-839 amending various sections of the Social Security Code (in part legislated and in part decreed by the Council of State). (ibid.)

- 17/VII/1986 Act No. 86-845 regarding general principles of labour law and the organisation and functioning of the labour inspectorate and the labour courts in French Polynesia. (ibid., 19 July)

- 22/VII/1986 Act No. 86-855 authorising the approval of a protocol of understanding regarding social protection for students and participants in co-operation programmes between the Government of France and the Government of Quebec. (ibid., 23 July)

[Enabling Act. The Protocol, the text of which will be published later, is an annex to the agreement regarding social security between France and Canada, signed on 9 Feb. 1979.]

- 30/VII/1986 Decree No. 86-911 amending Decree No. 73-600 of 29 June 1973 concerning the formalities and procedures to follow in cases of indemnity for occupational accidents for agricultural employees. (ibid., 6 Aug.)

- 8/VIII/1986 Decree No. 86-978 revising the lists of occupational illnesses in agriculture appended to Decree No. 55-806 of 17 June 1955 as amended. (ibid., 22 Aug.)

[Updates the lists to correspond to the six categories of occupational illnesses and the time limits for receiving benefits and care under the social security system.]

- 27/VIII/1986 Decree No. 86-1014 to apply s. 13 of the Decree of 9 January 1852 concerning sea fishing and establishing the conditions for the suspension of the rights and privileges attaching to certificates or diplomas held by captains, masters or persons exercising those functions. (ibid., 6 Sep.)

- 9/IX/1986 Act No. 86-1025 concerning the conditions for foreigners' entry and sojourn in France. (ibid., 12 Sep.)

[The Act amends various sections of Ordinance No. 45-2658 of 2 Nov. 1945, which now bears the new title "Ordinance concerning the conditions for foreigners' entry and sojourn in France". The new provisions restrict admission to the territory of France for reasons of public order (s. 1), and provide that the basis for denial of an entry visa need not be stated (s. 16). Foreigners whose status is not in conformity with the law may be expelled and taken to the border; expulsion orders became automatically effective upon being issued by administrative authorities (s. 12). In case of violation, penalties have been increased (ss. 4 and 13).]

- 9/IX/1986 Act No. 86-1021 regarding the pronouncement of sentences. (ibid.)

[Amends of the Code of Criminal Procedure, in particular regarding the rules applicable to reducing sentences and the competences of judges assigned to pronounce sentences.]

- 9/IX/1986 Decree No. 86-1024 amending sections R. 614-3 to R. 614-5 of the Social Security Code. (ibid.)

[Requires the declaration of non-wage-earning, non-agricultural activities of certain persons for purposes of determining the basis for contributions to insurance in cases of illness and maternity.]

- 30/IX/1986 Decree No. 86-1073 regarding intervention to recover unpaid maintenance debts by social security bodies owing family benefits. (ibid., 2 Oct.)

[Sets up methods for recovery by the administration of maintenance debts resulting in particular from a divorce decree, to the extent that they overlap with family benefits paid to the creditor spouse by an organ of the social security system.]

- 2/X/1986 Decree No. 86-1103 regarding the protection of workers against the dangers of ionising radiation. (ibid., 12 Oct.)

[Defines, inter alia, the limits of exposure to ionising radiation under normal working conditions and under exceptional circumstances. States the obligations of employers in regard to information for employees and notification to the administration. Calls for measures of a

**FRANCE (cont.)**

medical nature to exposed workers. Detailed tables in an annex concerning the limits of exposure to radionuclides. Provisions of Decree No. 67-228 of 1967 on the same subject are, with some exceptions, repealed.]

- 7/X/1986 Decree No. 86-1084 regarding the harmonisation of retirement pensions for non-wage-earning persons in agriculture with those of wage earners within the general social security system. (ibid., 8 Oct.)

[Revision of the method of calculating the indicators which serve as the basis for the amount of retirement pensions for farmers.]

- 9/X/1986 Decree No. 86-1100 regarding methods for readjusting various benefits for old age, invalidity and industrial accidents. (ibid., 11 Oct.)

[Exceptional readjustment of benefits and increase in the amount of wages used as the base, by repeal of s. R-481-10 of the Social Security Code. The Decree is supplemented by an Order of the same date (ibid.)]

- 21/X/1986 Ordinance No. 86-1134 regarding profit-sharing and shareholding by employees. (ibid., 23 Oct.)

[The Act extends the system of shareholding by employees, i.e. the types of their collective remuneration linked to profits or productivity increases (Ch. I). The amount of bonuses given in shares remains limited to 20 per cent of gross annual wages (s. 2). Ch. II introduces a special reserve in enterprises with more than 100 employees; the funds accumulated therein for the benefit of the employees shall be invested in shares, investment funds or enterprise savings schemes (the latter being dealt with in Ch. III). These holdings shall be negotiable and may be claimed by employees after a period of five years. Various tax advantages are provided under Ch. IV. The Act repeals or makes inapplicable various provisions of the Labour Code (LS 1981 Fr. 1. . . 1984—Fr. 1) in relation to this subject.]

- 21/X/1986 Ordinance No. 86-1135 amending Act No. 66-537 of 24 July 1966 concerning commercial entities with the aim of offering limited liability companies the possibility of introducing into their by-laws provisions to have employees' representatives hold voting seats on the governing board of the enterprise and on the supervisory council. (ibid., errata: ibid., 22 Nov.)

[The Ordinance provides that the by-laws of a limited liability company may stipulate that the governing board or, where applicable, the supervisory council, include members elected by the employees (ss. 1 and 5). Their number may not exceed one third of the number of members of the body involved, nor may it exceed four persons. The Ordinance governs the conditions relating to eligibility, franchise, balloting, the member's mandate and its duration, protection of the employment contract and replacement of members elected by the employees. It specifies in particular that holding office on the board by a member elected by the employees is incompatible with holding any trade union office, being a member of a works council or being a staff representative (s. 1). The Ordinance inserts new ss. 97-1, 97-8, 137-1 and 137-2 in the 1966 Act on commercial entities and accordingly brings about various other amendments.]

- 27/X/1986 Decree No. 86-1156 fixing the schedule of cash compensation owing for less than ten per cent permanent incapacity resulting from an industrial accident. (ibid., 30 Oct.)

[Inserts a new s. D. 434-1 in the Social Security Code, regarding the schedule applicable to the amount of cash compensation in relation to the extent of permanent incapacity.]

**New Caledonia**

- 28/I/1986 Decree No. 86-133 concerning the employment of foreign labour in New Caledonia and Dependencies. (ibid., 31 Jan.)

- 28/I/1986 Decree No. 86-134 concerning supervision of labour legislation and regulations in New Caledonia and Dependencies. (ibid.)

**GERMAN DEMOCRATIC REPUBLIC**

- 25/III/1986 Directive concerning medical supervision to protect against ionising rays for workers employed in installations which expose them to radiation and for staff responsible for operating these installations. (*Gesetzblatt*, Part I, 14 May)



**GERMAN DEMOCRATIC REPUBLIC (cont.)**

- 31/III/1986 Sixth Regulation applying the Order regarding labour protection—methods of protection. (*ibid.*, 9 May)

[Concerns the means of individual protection against hazards.]

- 24/IV/1986 Order containing improvements in the living and working conditions of families with children. (*ibid.*, 28 Apr.)

[Women workers protected by compulsory social insurance may benefit, as from the birth of their first child, from a paid leave running from the expiration of maternity leave up to the end of the child's first year of life, if she personally cares for the child in the home. They can exercise this right up to the end of the second year in the case of twins and up to the end of the third year in the case of triplets.]

**GERMANY, FEDERAL REPUBLIC OF**

- 18/VII/1985 Seventh Act to amend certain provisions concerning the civil service. (*Bundesgesetzblatt*, Part I, 25 July)

[Contains, *inter alia*, substantive amendments to the Civil Servants Basic Act, as amended on 27 Feb. 1985, and to the Federal Civil Servants Act, as amended on 27 Feb. 1985.]

- 21/I/1986 Children's Allowances Act. (*ibid.*, 6 Feb.)

[The statute is a consolidation of the Children's Allowances Act as at 1 Jan. 1986. One of the amendments to the Act provides for a supplemental allowance to be paid where the parents' taxable income is below a certain threshold. In addition allowance rates and amounts have been adjusted. This consolidation is a follow-up to the consolidated text of 1982 that was published in the Legislative Series (1982—Ger.F.R. I). It also incorporates the amendments made under Title II, s. 12 of Book X (administrative procedure, protection of social data, co-operation between carriers and their relationships with third parties) of the Social Code (Legislative Series, 1980—Ger.F.R. 2) as amended to 4 Nov. 1982.]

- 15/V/1986 Act to guarantee the neutrality of the Federal Labour Institution in cases of labour disputes. (*ibid.*, 23 May)

[This Act amends the Employment Promotion Act of 1969 (LS 1969—Ger.F.R. I . . . 1974—Ger.F.R. I). It provides, *inter alia*, that employment benefits may not be granted to persons involved in a labour dispute, and details the application of this provision in relation to disputes affecting sectoral collective agreements. It defines the membership of the Neutrality Committee and provides for appeals from its decision. Finally, it repeals the Neutrality Order of 22 Mar. 1973 and the amendment thereto of 14 July 1982.]

- 16/VI/1986 Tenth Act amending the federal Act regarding the promotion of training. (*ibid.*, 24 June)

[Various amendments.]

- 26/VIII/1986 Act regarding severely handicapped persons. (*ibid.*, 2 Sep.)

[The new s. 6 provides that, within the framework of employers' obligations to employ the handicapped, they must, to an appropriate extent, employ persons whose engagement represents long-term extraordinary expenses; those who, because of the nature or the severity of their handicap, have not been able to obtain vocational training; and those 50 years of age or over. In addition, employers with available apprenticeship slots shall reserve a certain percentage of them for severely handicapped persons. The new s. 25 defines the functions of the representatives of severely handicapped persons who are, in particular, to facilitate the integration of the severely handicapped in the establishment or the service, defend their interests and check on both the application of Acts, regulations and collective agreements which favour the handicapped and the fulfilment of employers' obligations. This consolidation reflects the notification of 8 Oct. 1979 (BGBl. I, p. 1649, and the amendments made by the Act of 14 Mar. 1980 (BGBl. I, p. 294), 18 Aug. 1980 (BGBl. I, p. 1469), 22 Dec. 1981 (BGBl. I, p. 1523), 22 Dec. 1983 (BGBl. I, p. 1532), 18 July 1985 (BGBl. I, p. 1110).]

**GHANA**

- 26/VI/1986 Ghana Ports and Harbours Authority Law 1986. Provisional National Defence Council Law 160.

**GHANA (cont.)**

[The Act establishes the Ports and Harbours Authority and sets rules regarding, inter alia, its functions, assets, staff, finance and powers. In particular, the Authority may regulate pilotage (Part X) and the conduct of persons employed on wharves (s. 31(1)(e)). The Secretary for Transport and Communications is empowered to make regulations, especially in regard to the licensing of porters, carriers and other port workers and the prescribing of masters' duties (s. 110(1)(1) and (p)). The Act also delineates offences and sets penalties.]

**GREECE**

7/V/1985 Presidential Decree No. 217 concerning the curricula of technical and vocational training schools. (*Ephemeris tes Kybernesseos*, Part I, 7 May)

[Supplements the provisions of ss. 8, 11 and 49 of Act No. 576 of 1977 on the organisation and administration of technical education and vocational training.]

7/VII/1986 Decree No. 213 concerning the admission to practice as a specialist in occupational medicine. (*ibid.*, 7 July)

[The Decree was issued under s. 1 (6) of Act No. 1579 of 1985 regarding the national health system.]

**GRENADA**

3/II/1986 Department of Labour (Amendment) Order 1986. S.R.O. No. 4.

[Adds a subpara. to para. 2 of the Department of Labour Order, S.R.O. No. 57 of 1958, to empower the Labour Commissioner to interrogate the employer of the staff with respect to terms and conditions of employment.]

28/II/1986 Fisheries Act 1986. No. 15.

[Provides for the promotion and management of fisheries. Inter alia, in s. 40(2) (d) and (t), empowers the responsible Minister to provide for the registration and licensing of fishermen and to prescribe safety standards for local fishing vessels and fishermen.]

6/VIII/1986 National Insurance (Benefit) (Amendment) Regulations 1986. Statutory Rules and Orders No. 15.

[Amend Reg. 33 of the National Insurance (Benefit) Regulations 1983 issued under the National Insurance Law 1983, as amended. Persons over 50 years of age are granted special credited contributions, subject to stated conditions.]

**GUATEMALA**

14/XII/1984 Order No. 1083-84 amending s. 3 of the Decision of 17 September 1981 containing regulations for the application of ILO Convention No. 94. (*Diario de Centro América*, 27 Dec.)

[The Decision lays down the conditions of remuneration and employment to be specified in contracts entered into by public bodies in relation to the provisions of the Labour Clauses (Public Contracts) Convention, 1949 (No. 94). In the event of a breach by the contractor, the public body concerned may refuse to enter into any further contracts with him for three years at least, and if he is indebted to the workers, the necessary amount may be deducted from the consideration to be paid under the contract and transferred to them.]

22/II/1985 Government Decision No. 136-85 to make regulations under the Act regarding associated peasant undertakings. (*ibid.*, 3 July)

[The regulations set out the economic scheme of associated peasant enterprises. They provide for the distribution of work and production in areas of individual responsibility when the members farm private plots for their own account and in areas of mutual responsibility. They regulate capital contributions, production, the sharing of profits, as well as the rights and duties of the members and governing bodies of the undertakings and the grouping of such undertakings into federations. This Decision is a follow-up to Legislative Decree No. 67-84 which provided for the establishment of such associated peasant undertakings; its purpose is to promote their organisation and the implementation of measures to achieve better use of the funds adjudicated pursuant to the provisions of the agrarian transformation Act.]

**GUATEMALA (cont.)**

27/III/1985 Legislative Decree No. 26-85 to repeal Decree No. 12-71, which had promulgated the Small Business Promotion Act, and for other purposes. (*ibid.*, 28 Mar.)

30/IV/1985 Government Decision No. 333-85 to amend Government Decision No. 1319 of 9 April 1968, which contains the Regulations of the National Wages Commission and of the Joint Minimum Wages Commissions. (*ibid.*, 10 May)

[In particular, the Decision amends s. 58 directing the National Institute of Statistics to co-operate with the National Wages Commission and with the Joint Commissions.]

31/V/1985 Constitution of the Republic of Guatemala. (*ibid.*, 3 June)

[The principles governing Labour Law are laid down in Title II, Ch. II., art. 8 of the new Constitution. Art. 102 provides for basic rights under Labour Legislation; art. 104 recognises the right to strike for economic or social reasons. The following division is devoted to state employees, whose right to strike is subject to the provisions of art. 116. The economic and social system and the obligations of the state are regulated by s. 10. This text supersedes all earlier constitutional provisions, including the Constitution of 16 Sep. 1965, excerpts of which were published in the Legislative Series (LS 1965—Gua. 1).]

**GUINEA-BISSAU**

25/VI/1985 Decree No. 27 to adopt the regulations governing the Social Security Fund. (*Boletim Oficial*, 21 June)

[The functions of the Fund are, inter alia, to provide assistance to workers in the event of sickness, and social coverage to self-employed workers covered by the social welfare scheme.]

2/XI/1985 Decree No. 42 to adopt the Basic Act regulating the organisation of the National Institute for Social Insurance and Welfare. (*ibid.*, 2 Nov.)

[The Institute is administratively and financially independent, with its own assets. Its activities include, inter alia, providing social coverage to beneficiaries and their dependants, and to persons who sustain an industrial accident or contract an occupational disease.]

26/IV/1986 Decree No. 10 in application of the general Act regarding fishing. (*ibid.*, 26 Apr.)

[In particular, calls for various types of licences for commercial and semi-commercial fishing vessels. Also provides for the means of requesting such licences as well as licences for small-scale fishing, etc., and the fees therefor.]

**HUNGARY**

27/VIII/1985 Decree No. 38 of the Council of Ministers amending Decree No. 48 of 1 December 1979 applying the Labour Code. (*Magyar közlöny*, 27 Aug.)

[Amends s. 92 setting forth the powers of the director concerning the conditions for his or her own work in undertakings managed by a works council or by a workers' assembly (or their delegates) and in undertakings managed by the State.]

1/X/1985 Decree No. 12 of the Minister of Culture concerning further training for various teaching personnel. (*ibid.*, 1 Oct.)

[Aims, content and organisation of further training; facilities for participants and evaluation of results.]

10/XII/1985 Decree No. 13 of the Vice-President of the Council of Ministers amending certain prior provisions concerning social security. (*ibid.*, 10 Dec.)

[Various amendments concerning in particular certain categories of workers.]

29/XII/1985 Decree No. 11 of the governing organ of the National Office of Raw Materials and Prices concerning the implementation of Decree No. 47 of 30 November 1979 of the Council of Ministers regarding labour protection. (*ibid.*, 29 Dec.)

[Organisation and supervision of job safety in institutions and undertakings directed and controlled by the National Bureau of Raw Materials and Prices; repeals Decree No. 16 of 13 July 1982 (except for s. 30).]

**HUNGARY (cont.)**

- 31/XII/1985 Decree No. 14 of the Vice-President of the Council of Ministers amending Decree No. 5 of 12 November 1983 regarding fixing of basic wages for workers in undertakings. (ibid., 31 Dec.)

[Affects various workers in the wholesale and retail commercial sectors and in catering.]

**IRAQ**

- Law No. 51 of 1986. Fourth Amendment to the Law of Ships' Registration No. 19 of 1942. (*Alwaqai Aliraqiya*, 28 Apr.; English translation in the *Official Gazette of the Republic of Iraq*, 30 July 1986)

[Substitutes a new s. 31 with regard to penalties for, inter alia, selling, lending or giving a certificate granted under the law to a person to whom it was not granted, and for contravening any other provision of this Law. Repeals s. 29.]

- 18/VII/1985 Notification No. 6 of 1985, to give effect to ILO Recommendation No. 85 of 1949 concerning the protection of wages. (ibid., 26 Aug.; English translation in the *Official Gazette of the Republic of Iraq*, 12 Mar. 1986)

- 15/IX/1985 Resolution No. 1097 of the Revolutionary Command Council to regulate applications for employment with Arab and other foreign companies or subsidiaries in Iraq. (ibid., 30 Sept.; English translation in the *Official Gazette of the Republic of Iraq*, 18 Dec.)

[The Resolution requires foreign companies wishing to recruit workers to do so through an employment office. It lays down the procedures and time-limits to be observed by companies and offices for that purpose. Subject to certain exceptions, a foreign company is required to accept workers with suitable qualifications who have been referred to it. The Resolution does not apply to foreign companies covered by Act No. 60 of 1985 respecting the execution of major development projects.]

- 15/IX/1985 Instruction No. 5 of 1985 concerning the employment of Iraqi, Arab and foreign companies or their agents working in Iraq. (ibid., 9 Dec.; English translation in the *Official Gazette of the Republic of Iraq*, 16 Apr. 1986)

[Regulates the functions of employment offices in respect of jobs offered by foreign companies in Iraq and the procedure to be followed to fill such vacancies, including the duties of the company.]

- 26/IX/1985 Law No. 80 to amend the Law of Civil Pension No. 33 of 1966. (ibid., 14 Oct.; English translation in the *Official Gazette of the Republic of Iraq*, 4 Dec. 1985)

[An amendment providing for the loss of pension rights in certain cases (imprisonment, conviction for forgery or embezzlement, service for a foreign government or an international organisation without permission from the Iraqi authorities, or loss of Iraqi citizenship).]

- 26/IX/1985 Law No. 84 of 1985 on the Conservation of Hydrocarbon Resources. (ibid., 21 Oct.; English translation in the *Official Gazette of the Republic of Iraq*, 10 Sept. 1986)

[In particular, contains provisions regarding safety of personnel. Repeals Law No. 229 of 1970 on the same subject.]

- 28/X/1985 Notification No. 10 of 1985, by the Ministry of Labour and Social Affairs, to give effect to ILO Recommendation No. 105 of 1958, concerning the contents of medicine chests on board ship. (ibid., 28 Oct.; English translation in *Official Gazette of the Republic of Iraq*, 9 Apr. 1986)

- 28/X/1985 Notification No. 11 of 1985, by the Minister of Labour and Social Affairs, to give effect to ILO Recommendation No. 103 of 1957, concerning weekly rest in commerce and offices. (ibid.)

- 28/XII/1985 Law No. 101 of 1985 respecting Health Security Funds for officials of the state departments and the socialist sector. (ibid., 20 Jan.; English translation in *Official Gazette of the Republic of Iraq*, 23 July 1986)

[Provides for the organisation of the provision of health services for participants in a Health Security Fund.]

- 6/II/1986 Law No. 19 of 1986 regarding the Ministry of Youth. (ibid., 24 Feb.; English translation in *Official Gazette of the Republic of Iraq*, 9 July)

**IRAQ (cont.)**

[States the aims and functions of the Ministry of Youth.]

- 10/II/1986 Regulation No. 3 of 1986: First Amendment to the Regulation of Employing and Regulating the Juveniles Work. No. 37 of 1972. (ibid., 10 Feb.; English translation in the *Official Gazette of the Republic of Iraq*, 21 May)

[Prohibits employment of juveniles generally in work dangerous to their health or character and in particular types of work (in mines and quarries, as stokers on vessels, etc.). Replaces s. 2 of the Regulation of 1972.]

- 10/II/1986 First Amendment to the Ministry of Health Law No. 10 of 1983. Law No. 12 of 1986. (ibid.)

[Various amendments. Provides, in s. 3, for the General Body for health services to, inter alia, supervise the application of the Medical Gradation Law No. (99) of 1970, the Gradation of Health Professions Personnel Law No. (44) of 1973, and the Pharmacists Gradation Law No. (15) of 1982.]

- 6/IV/1986 Resolution No. 286 of the Revolutionary Command Council. (ibid., 21 Apr.; English translation in the *Official Gazette of the Republic of Iraq*, 6 Aug.)

[States that all officials or workers in the Departments of State, socialist or mixed sectors who do not obey the orders legitimately issued to them, or refuse, without a legitimate excuse, to perform the tasks entrusted to them according to law, shall be imprisoned for a period of no less than six months.]

- 30/IV/1986 Resolution No. 393 of the Revolutionary Command Council (ibid., 19 May; English translation in the *Official Gazette of the Republic of Iraq*, 18 June)

[States, inter alia, that residence obtained by an Iraqi residing abroad shall not be effective unless he obtains an agreement on his employment in conformity with the Law of the Regulation on Iraqis' Employment Abroad (No. 61 of 1981).]

- 28/VI/1986 Revolutionary Command Council Resolution No. 552. (ibid., 14 July; English translation in the *Official Gazette of the Republic of Iraq*, 1 Oct.)

[Applies the provisions of Revolutionary Command Council Resolution No. 200 of 2 Dec. 1984 to any civil servant who was ordered to be appointed and did not commence his or her job.]

**IRELAND**

- 20/III/1986 National Development Corporation Act 1986. No. 5.

[Establishes the National Development Corporation Ltd. to promote the creation of profitable, efficient enterprises which have reasonable prospects for expansion, development or providing viable employment. Sets forth the purposes, duties and powers of the Corporation.]

- 27/III/1986 Social Welfare (Amendment of Miscellaneous Social Insurance Provisions) Regulations 1986. S.I. No. 81.

[Contain amendments to various earlier statutes, respecting voluntary contributions and occupational injury contributions and benefits.]

- 27/III/1986. Social Welfare Act 1986. No. 8.

[An Act to amend and extend the Social Welfare Act 1981 to 1985. Amends the Social Welfare (Consolidation) Act 1981 in respect to incapacity as it relates unemployment, maternity benefits and holiday leave. Adds accidents while travelling to and from work to the list of occupational injuries. Fixes dates for several sections of the 1981 Act to enter into force and establishes new benefit rates.]

- 6/V/1986 Industrial Development Act 1986. No. 9.

[In particular, defines the functions of the Industrial Development Authority and contains provisions regarding grants for employment in service industries (s. 25), training (s. 28) and restructuring of industry (s. 26).]

- 10/VI/1986 Combat Poverty Agency Act 1986. No. 14.

[Establishes a body to advise the Minister for Social Welfare on all aspects of economic and social planning in relation to poverty.]

**IRELAND (cont.)**

- 3/VII/1986 Social Welfare (Amendment of Miscellaneous Social Insurance Provisions) (2) Regulations 1986. S.I. 237.

[In particular, the Regulations increase from six to nine weeks the disqualification period for disability benefit under certain circumstances.]

**ITALY**

- 29/XII/1984 Decree No. 1219 of the President of the Republic specifying the qualifications and job descriptions of professional staff in the service of the Ministries. (*Gazzetta Ufficiale*, Supplement, 30 Oct.)

[Detailed description of hundreds of occupations in the public service and particulars of the qualifications required for each job.]

- 13/VIII/1985 Decree of the Minister of Labour and Social Welfare to authorise exceptions to the provisions concerning the mandatory weekly day of rest in certain occupations [see LS 1934—It. 3]. (*ibid.*, 17 Oct.)

[The Decree authorises exceptions to the provisions prescribing Sunday as the day of rest in the textile industry, subject to the consent of the Inspector of Labour and in the light of the exigencies of production.]

- 22/VIII/1985 Act No. 444 to promote employment and to provide for the filling of vacancies in state agencies by the appointment of workers from specified regions who are in receipt of certain benefits or of unemployment benefits. (*ibid.*, 24 Aug.)

- 24/X/1985 Legislative Decree No. 561 of the President of the Republic to promote and develop entrepreneurship among young persons in the Mezzogiorno (Southern Italy). (*ibid.*, 24 Oct.)

[Provision is made for the grant of financial and other support for projects in which young persons participate and which are designed to produce goods and provide services in the agricultural, industrial, tourism and other sectors.]

- 8/XI/1985 Decree concerning the procedure for the application of s. 7 of Act No. 49, dated 27 February 1985, to make provisions for the granting of loans to co-operatives and provide for urgent measures to maintain employment levels. (*ibid.*, 17 Mar.)

[Provisions for preferential financing to be granted to co-operatives embarking upon modernisation and restructuring programmes.]

- 18/XI/1985 Decree on the equalisation of pensions, promulgated pursuant to s. 21 of Act No. 730 of 27 December 1983. (*ibid.*, 25 Nov.)

- 30/XII/1985 Legislative Decree No. 786 to provide for the adoption of special measures to promote and develop the entrepreneurial capacity of young persons in the Mezzogiorno. (*ibid.*, 31 Dec.)

- 5/III/1986 Presidential Decree No. 68 of 1986, made under section 5 of General Act No. 93 of 1983, concerning the Civil Service, to make provisions for the determination and composition of the various categories of salaried workers for the purposes of collective bargaining. (*ibid.*, 20 Mar.)

[Classification of salaried workers employed in the public sector into eight categories.]

- 23/VI/1986 Decree to issue provisions relative to the implementation of an emergency plan for youth employment. (*ibid.*, 2 July)

[Plans for recruitment of workers by means of job training contracts provided for by the Legislative Decree of 30 Oct. 1984, since made into an Act, and amended by the Act of 19 Dec. 1984.]

- 10/VII/1986 Circular No. 45 of the Ministry of Health regarding a programme of technical measures to identify and eliminate the risks linked to the use of materials containing asbestos in public and private school and hospital buildings. (*ibid.*, 23 July)

- 15/VII/1986 Decree of the Ministry of Labour and Social Welfare governing National Institute of Social Welfare supervisory medical visits for workers, under s. 5 (12) et seq. of Legislative Decree No. 463 of 12 September 1983, which with amendments became Act No. 638 of 11 November 1983. (*ibid.*, 24 July)

**ITALY (cont.)**

[Organises home visits by physicians from the National Institute of Social Welfare for workers who are absent from work because of illness.]

8/VIII/1986 Presidential Decree No. 538 providing methods for cashing out retirement pensions to participants in welfare institute pension funds, and regarding simplification of the procedures concerning the payment of wages of employees of the State. (*ibid.*, 9 Sep.)

3/X/1986 Legislative Decree No. 619 to provide urgent measures for improving the management of ports and to implement reforms regarding the organisation of ports. (*ibid.*, 4 Oct.)

[Reorganisation measures affecting port workers, including compensatory provisions (compensation, early retirement, etc.).]

**JAPAN**

27/I/1986 Ministry of Labour Ordinance (No. 2 of 1986) concerning enforcement of the Equal Employment Opportunity Law. (Official Gazette (in Japanese), 27 Jan.)

[The Ordinance concerns education and training, welfare measures and resolution of disputes. The Equal Opportunity Mediation Committee is established, and its organisation, competences (including fact-finding) and procedures are set forth. The Ordinance is based upon ss. 9, 10, 14, 21 and 33 of the Equal Employment Opportunity Law (LS 1985—Jap. 1).]

27/I/1986 Ministry of Labour Notification (No. 4 of 1986) concerning Guide-lines on Measures to be taken by Employers. (*ibid.*)

[This Notification is based on the Equal Employment Opportunity Law (s. 12 (1)) (LS 1985—Jap. 1). The Guide-lines give concrete examples of measures aimed at eliminating sex discrimination in regard to recruitment and appointment, post assignment and promotion. For example, employers should avoid imposing different recruitment ages for men and women. Exclusions are possible. Entry into force: 1 Apr. 1986.]

27/I/1986 Ministry of Labour Ordinance (No. 3 of 1986) concerning Labour Standards for Women. (*ibid.*)

[This Ordinance concerns, inter alia, more flexible overtime restrictions (with exceptions), jobs which are not harmful to the health and welfare of women, various aspects of night work by women, underground work in cases of temporary necessity, scope of restrictions on employment for expectant or nursing mothers, and investigators of the Women's and Young Workers' Bureau. Subject to exceptions, women in non-manufacturing enterprises may not work overtime more than 24 hours per four weeks or 150 hours per year. It was issued under various sections of the Labour Standards Law (LS 1947—Jap. 3). Entry into force: 1 Apr. 1986.]

**JORDAN**

15/II/1986 Regulations No. 21 of 1986 amending the Regulations concerning sickness insurance. (*Al-Jarida al-Rasmiya*, 16 Mar.)

[These Regulations amend the following sections of Basic Regulations No. 10 of 1983: s. 6(b), by adding ss. (4) and (5); and ss. 9(a), 14(b), 19(a), 24 and 25.]

1/III/1986 Regulations No. 24 of 1986 establishing a Social Security Fund for staff of the Ministry of Education, in accordance with ss. 115 and 117 of Act No. 16 of 1964 regarding education and instruction. (*ibid.*, 1 Apr.)

[The Regulations provide that participation in this Fund is compulsory for ministerial personnel and also stipulate the contributions and benefits payable.]

23/IV/1986 Regulations No. 31 of 1986 amending the Regulations regarding sickness insurance. (*ibid.*, 30 Apr.)

[The Regulations amend the first section of Regulations No. 21 of 1986 which amended Regulations No. 10 of 1983 concerning sickness insurance, by replacing the phrase "as from the date of publication in the Official Gazette" by the phrase "as from 1 May 1986".]

**KUWAIT**

17/V/1986 Act No. 59 of 1986 amending certain provisions of Legislative Decree No. 15 of 1979 concerning the public service. (*Al-Koweit al-Youm*, 25 May)

**KUWAIT (cont.)**

[Replaces s. 32(8) of Legislative Decree No. 15 of 1979 by a new text which provides as follows (in relation to retirement): 65 years for Kuwaitis and 60 years for non-Kuwaitis.]

- 2/VI/1986 Act No. 63 of 1986 adding a new section to Legislative Decree No. 15 of 1979 concerning the public service. (ibid., 8 June)

[The new section (numbered 23bis) provides in particular that annual leave is 35 days, and that an official having served at least 15 years has a right to 45 days of annual leave.]

**LEBANON**

- 7/III/1986 Decree No. 3041 fixing the official minimum wage for salaried employees and workers, and setting the cost-of-living index. (*Al-jarida al-rasmiya*, 1986, No. 11; French translation in *L'Argus de la Législation libanaise*, 1986, No. 1)

[The provisions apply to all salaries and wage-earning employees subject to the Labour Code of 23 September 1946 (LS 1946—Leb. 1).]

**LIECHTENSTEIN**

- 18/XII/1985 Act concerning family allowances. (*Liechtensteinisches Landesgesetzblatt*, 24 Apr. 1986)

[Entry into force: 1 Apr. 1986. On that date, repeals the Act of 6 June 1957 (LGB1. 1957, No. 12) concerning family allowances and amendments thereto.]

**LUXEMBOURG**

- 27/III/1986 Grand-Ducal Regulation amending the Grand-Ducal Order of 30 July 1928, as amended, regarding the extension of compulsory insurance for occupational accidents and illnesses. (*Mémorial*, Series A, 8 Apr.)

[An appendix contains a list of occupational illnesses to which compulsory insurance against accidents is made applicable.]

- 26/VII/1986 Act providing for (a) establishment of the right to a minimum guaranteed income; (b) establishment of a national service for social action; (c) amendment of the Act of 30 July 1960 [LS 1960—Lux. 2] concerning the establishment of a national solidarity fund. (ibid., 25 Aug.)

[The Act affords a minimum income to certain aged and disabled persons and to unemployed persons over the age of 30. It institutes a social action service which is responsible for allocating the minimum income and for managing resources. Ss. 2 to 15 of the Act of 1960 (LS 1960—Lux. 2) are repealed and s. 1 of that Act is amended.]

- 27/VIII/1986 Act amending and supplementing the Act of 22 June 1963, as amended, which established the pay system for state officials. (ibid., 28 Aug.)

[Reclassification of grades of officials and pay scales. Also changes the conditions for and methods of promotion for administrative posts. Entry into force 1 Nov. 1986.]

**MALAYSIA****Sabah**

- 8/V/1986 Holidays (Amendment of Schedule) Order 1986. No. S 11. (*Government Gazette*, 22 May)

**MALTA**

- 18/X/1985 The Ports (Amendment) Act 1985. No. XVII of 1985. (ibid., 18 Oct.)

[Adds s. 18A, regarding contributions and benefits under the National Insurance Act for pilots and mooring men, to the Ports Ordinance 1962.]

- 6/XII/1985 Nomination for courses at the University of Malta for worker-students. (ibid., 6 Dec.)



**MALTA (cont.)**

[A scheme to provide advanced education to workers nominated by their employers and trade unions.]

29/I/1986 The Conditions of Employment (Regulation) (Amendment) Act 1986. No. VII of 1986. (ibid., 29 Jan.)

[Adds new s. 18B of the Act of 1952 to guarantee to full-time employees an additional day of vacation leave when a public holiday falls on a weekly day of rest or on a Sunday.]

31/I/1986 Extended Skill Training (Amendment) Scheme 1986. L.N. 5 of 1986. (ibid., 31 Jan.)

[Issued by the Minister of Labour and Social Services under the Industrial Training Act (No. X of 1952). Amends the Schedule to the principal Scheme by expanding the occupations listed.]

23/V/1986 The National Insurance (Amendment) Act 1986. No. XIX of 1986. (ibid., 23 May)

[Deletes ss. (3) of s. 34 of the Act.]

23/V/1986 The Old Age Pensions (Amendment) Act 1986. No. XVIII of 1986. (ibid.)

[Deletes ss. (2B) of s. 5 of the Act of 1948.]

23/V/1986 The National Assistance (Amendment) Act 1986. No. XX of 1986. (ibid.)

[Deletes ss. (2) of s. 12 of the Act of 1956.]

18/VI/1986 An Act further to amend the Industrial Relations Act 1976. No. XXIII. (ibid., 24 June)

[Minor procedural amendments adding new ss. 28(3) and 31A to the 1976 Act.]

1/VIII/1986 National Tourism Organisation (Amendment) Act 1986. No. XXVII. (ibid., 1 Aug.)

[Adds a new s. 4(f) to the National Tourism Organisation Act 1984, calling for the provision of training facilities for persons engaged or to be engaged in the tourism industry, in conjunction with international tourism organisations. Contains other administrative amendments.]

1/VIII/1986 National Assistance (Amendment) (No. 2) Act 1986. No. XXVIII. (ibid.)

[Adds a new subsec. 4(4) to the National Assistance Act 1956 to provide social assistance for single or widowed unemployed women who are caring for certain infirm family members at home.]

1/VIII/1986 Old Age Pensions (Amendment) (No. 2) Act 1986. No. XXIX. (ibid.)

[Minor amendments to ss. 2 and 5 of the Old Age Pensions Act 1948.]

1/VIII/1986 National Insurance (Amendment) (No. 2) Act 1986. No. XXX. (ibid.)

[Miscellaneous amendments to ss. 10, 16, 18, 25 and 33, and addition of new ss. 24A and 87A, of the National Insurance Act 1956.]

2/IX/1986 Factories (Health, Safety and Welfare) Regulations 1986. L.N. 52. (*Government Gazette*, Supplement, 2 Sep.)

[These Regulations, issued under the Factories Ordinance (Cap. 169), include nine parts: Safety; Health and welfare; Health, safety and welfare (special provisions); Prevention and control of occupational disease; General duties; Notification of accidents; Notices and registers; Enforcement; Offences and penalties. The appended Schedule lists machinery designated as dangerous in relation to the training of young persons. The Regulations contain, in particular, provisions concerning the prohibition of employment of women and young persons in certain processes (s. 34), medical examination of employees (s. 43) and inspection (ss. 56 to 60). They repeal the Factories (Health, Safety and General Welfare) Regulations, 1945 (G.N. No. 458). Entry into force 9 Feb. 1987.]

**MAURITIUS**

23/VII/1985 Additional Remuneration Act 1985.

[Concerns payment by employers to employees of supplements to basic pay, at percentage rates specified in the schedule to the Act; penalties for non-observance.]

4/XI/1985 Recruitment of Workers Regulations 1986. Government Notice No. 1 of 1986. (*Government Gazette*, Legal Supplement, 4 Jan. 1986)

**MAURITIUS (cont.)**

[Issued by the Ministry for Employment and of Social Security and National Solidarity. Governs the licensing of recruiters under the Recruitment of Workers Act 1985. Licensing fees paid may be applied to satisfy any liability incurred in respect of a recruited worker. The Regulations require licensees to keep a register, to permit inspection of records and premises, and to draw up contracts in English or French. The recruitment contract must contain the terms and conditions specified in the Third Schedule of the Regulations (including nature and hours of work, duration of contract, salary or wages, leave and passage entitlements, facilities for remittance of earnings). Repeals the Recruitment of Workers Regulations 1948.]

- 15/I/1986 National Transport Corporation (Election of Worker) Regulations 1986. Government Notice No. 20. (*ibid.*, 15 Mar.)

[The Regulations govern the procedures for the election of workers' representatives in the Corporation.]

- 5/III/1986 Whitley Councils Regulations 1986. Government Notice No. 18 of 1986 (*ibid.*, 7 Mar.)

[Regulations made by the Prime Minister under ss. 99 and 108 of the Industrial Relations Act. Establishes a Central Whitley Council to consider any matter relating to working conditions and terms of employment in the public service and to make recommendations thereon. Creates a Civil Service Industrial Relations Commission to consider and investigate public service industrial disputes referred to it by the Prime Minister; and to hear and consider applications for registration, claims for negotiating rights and requests for agency shop orders. Repeals the Whitley Councils Regulations 1974.]

- 14/IV/1986 The Copyright Act 1986. No. 8. (*ibid.*, 14 Apr.)

[Repeals by s. 34 various Mauritian Copyright Orders and the United Kingdom Designs Act.]

- 25/IV/1986 National Pensions (Amendment) Act 1986. No. 10. (*ibid.*, 26 Apr.)

[Amends ss. 44, 45 and 48 of the National Pensions Act in relation to various subjects and adds a new s. 39A on pension cards.]

- 6/V/1986 Export Enterprises (Remuneration Order) (Amendment) Regulations 1986. Government Notice No. 39. (*ibid.*, 10 May)

[Replaces the definition of "earning" and adds a definition of "productivity payment" in the Export Enterprises (Remuneration Order) Regulations 1984 issued under the Industrial Relations Act.]

- 13/VI/1986 The Unemployment Hardship Relief (Amendment) Act 1986. No. 15. (*ibid.*, 14 June)

[Makes minor changes in ss. 2 and 4 of the Unemployment Hardship Relief Act 1983 and adds new ss. 7 and 8 concerning procedural matters.]

- 4/IX/1986 National Pensions (Industrial Injuries) (Amendment) Regulations 1986. Government Notice No. 28 of 1986. (*ibid.*, 19 Apr.)

[Amends the First Schedule of the Regulations, which are made under s. 46 of the National Pensions Act, to replace item 6 regarding benzene or its homologues and their nitro- and amido-derivatives.]

**MEXICO**

- 14/XI/1985 Regulations on compulsory social security for construction workers employed for a specified construction job or length of time. (*Diario Oficial*, 22 Nov.)

[In accordance with the Social Security Act (LS 1973—Mex. 1), these regulations govern the rights and duties of natural or legal persons who, on a permanent or periodic basis, are engaged in construction work and employ workers as described. They contain provisions on the registration of the construction and its implications, the payment of contributions by the workers and employers, financial benefits, and penalties for non-observance. It entered into force on 1 January 1986.]

- 19/XII/1985 National Scheme for Social Assistance Act. (*ibid.*, 9 Jan.)

[The Act lays down the basic principles of a national social assistance scheme covering persons in need (abandoned minors and elderly persons, destitute persons, invalids, marginal groups, etc.). It regulates the powers and functioning of the National Scheme for integral family

**MEXICO (cont.)**

development, a public body with legal personality set up under the Ministry of Health. In the event of a natural disaster, this body will be responsible for co-ordinating the operations of the various administrative departments involved. The Act repeals the Decree of 10 Jan. 1977 on the same subject.]

- 20/XII/1985 Decree to amend and supplement the Federal Acts governing labour and the Institute for the National Workers' Housing Fund. (ibid., 13 Jan.)

[The Decree amends and supplements ss. 141 and 145 of the Federal Labour Act (LS 1969—Mex. 1 . . . 1979—Mex. 1), concerning cases of total permanent disability, or partial permanent disability above 50 per cent, irreversible disability, the retirement or death of workers, etc.]

- 19/III/1986 Decree to amend articles 65, 66 and 69 of the Constitution of the United States of Mexico [LS 1960—Mex. 1, 1962—Mex. 1 (extracts)]. (ibid., 7 Apr.)

- 19/III/1986 Decree to amend articles 106 and 107, Part II, of the Constitution of the United States of Mexico [LS 1960—Mex. 1, 1962—Mex. 1 (extracts)]. (ibid.)

- 23/IV/1986 Decree to amend the Social Insurance Act [LS 1973—Mex. 1]. (ibid. 2 May)

[Amends in particular ss. 79 (classification of undertakings and the effects of the premiums to collect for insurance against occupational risks) and 114 (obligation of employers and workers to contribute the amounts of 6.3 per cent and 2.25 per cent of the basic wage for insurance in cases of illness and maternity, respectively).]

- 25/IV/1986 Decree to amend the regulatory Act under articles 103 and 107 of the Constitution of the United States of Mexico [LS 1960—Mex. 7, 1962—Mex. 7 (extracts)] (ibid., 20 May)

[The Decree amends various provisions regarding *amparo*, the judicial institution which has the goal of protecting, in respect of physical or moral persons, the guarantees prescribed by the Constitution in regard to administrative and legislative action. The text refers to acts which are forbidden by art. 22 of the Constitution, in particular threats to individual freedom and threats of death; in such cases, if the victim is not able to invoke the *amparo* procedure, the Decree confers the right on a third party, who may even be a minor (s. 17). *Amparo* can be used in labour matters and, with certain special conditions, in agricultural matters (s. 2). The Decree provides that the President of the Republic and certain public officials may be represented during the proceedings, and it indicates the time limits, the forms for presenting the petition and the conditions for justiciability. Sanctions may be imposed on persons initiating the procedure if they abuse their right to seek recourse (s. 81). The Decree amends or repeals 28 sections of the Act respecting the regulations made under arts. 103 and 107 of the Constitution.]

- 25/IV/1986 Federal Act governing semi-public bodies. (ibid., 14 May)

[Governs the organisation, functioning and supervision of semi-public bodies of the Federal Public Administration. Repeals the Act of 1970 respecting supervision by the Federal Government of decentralised bodies and enterprises involving state participation.]

**MONACO**

- 26/XII/1985 Act No. 1090 to amend s. 1 of Act No. 455 of 27 June 1947 concerning the pensions of salaried workers. (*Journal de Monaco*, 27 Dec.)

- 26/XII/1985 Act No. 1091 to amend Act No. 629, of 17 July 1957, regulating conditions of engagement and dismissal. (ibid., 27 Dec.)

- 23/VI/1986 Act No. 1095 amending sections 4 and 7 of Act No. 871 of 17 July 1969 instituting public assistance benefits for workers who are temporarily and involuntarily unemployed. (ibid., 27 June)

[Amends s. 7 so that the benefit for complete loss of employment is granted as from the date of the severance of the contract of employment or the expiration of the term of notice.]

**MOZAMBIQUE**

- 14/XII/1985 Act No. 8 to approve the Labour Act [LS 1985—Moz. 1]. (*Boletim da República*, 5th Supp., 14 Dec.)

[This Act is a basic text governing various aspects of labour law. Its provisions apply to all employers, and to State bodies, whether in the mixed economy or the private sector, as well as to

**MOZAMBIQUE (cont.)**

social organisations and their respective workers, whether nationals or foreigners. It contains 18 chapters. Ch. II recognises the right to work irrespective of ethnic origin, sex, religion, race, colour, social position or political opinion. The Act also establishes the legal regime applicable to labour contracts (Ch. III), collective labour agreements (Ch. IV), and workers' rights and duties (Ch. VI). Other Chapters concern the organisation of work (Ch. VII), vocational training (Ch. X), occupational health and safety (Chap. XII), social security (Ch. XIII) and special categories (Ch. XIV: women's employment, night work by minors, handicapped persons' right to work). Ch. XV governs workers' right of association. The Act entered into force on 20 January 1986, one month following of its publication date.]

**NETHERLANDS**

30/VIII/1985 Decree to amend the Driving Time Decree [No. 547 of 1977]. (*Staatsblad*, No. 561)

[Amends s. 17 (hours in international road transport).]

3/XII/1985 Decree to make regulations under sections 57(b) and 60(b) of the General Old-Age Act [No. 181 of 1985, LS 1985-Neth. 1] (equivalence of residence outside the Kingdom to residence within the Kingdom). (*ibid.*, No. 632)

27/III/1986 Privately Insured Persons (Reimbursements) Decree. (*ibid.*, No. 132)

27/III/1986 Decree to amend the Sickness Funds Act (Designation of Compulsorily Insured Persons) Decree [No. 638 of 1965]. (*ibid.*, No. 125)

[Numerous amendments.]

27/III/1986 Decree to amend the Sickness Funds Act (Financing of Sickness Funds) Decree [No. 429 of 1984]. (*ibid.*, No. 126)

[Miscellaneous amendments.]

27/III/1986 Decree to repeal the Aged Persons' Sickness Fund Insurance Scheme (Determination of Contributions) Decree [No. 428 of 1984]. (*ibid.*, No. 128)

27/III/1986 Decree to amend the Sickness Funds Insurance Scheme (Establishment of a special Fund for Seafarers) Decree [No. 562 of 1962]. (*ibid.*, No. 129)

[Amends s. 3.]

27/III/1986 Decree to extend and restrict the admission of persons to private sickness insurance schemes. (*ibid.*, No. 133)

27/III/1986 Decree to amend the Sickness Fund Insurance Scheme (Registration) Decree [No. 653 of 1965]. (*ibid.*, No. 130)

[Miscellaneous amendments.]

27/III/1986 Decree to repeal the Voluntary Sickness Fund Insurance Scheme (Seafarers) Decree [No. 449 of 1968]. (*ibid.*, No. 131)

27/III/1986 Sickness Insurance Schemes (Admission) Act. (*ibid.*, No. 123)

[The Act contains many amendments, inter alia, to the Sickness Funds Act, as published in the *Legislative Series* (1964—Neth. 2). It regulates admission to private sickness insurance schemes, extends the scope of the compulsory sickness insurance scheme and repeals various provisions of the Act of 1964 respecting optional insurance and old persons.]

5/IV/1986 An Act to amend the Labour Act 1919 [LS 1977—Neth. 1 (consolidation)] by making provisions in connection with the cancellation of the ban on night work by women in factories or workplaces. (*ibid.*, No. 147)

[Amends ss. 30 and 97 and inserts a new s. 28a. The district chief labour inspector may give written permission to allow women to work between 11 p.m. and 5 a.m. on weekdays, between 1 p.m. and 11 p.m. on Saturdays, and between 5 a.m. and 11 p.m. on Sundays. The Act defines the cases in which permission may be denied (e.g. where women are assigned less favourable hours of work than men). The Act also addresses the role of the union in the permission process, and the presentation of an appeal from a decision. The new version of s. 30 eliminates the requirement that where permission for a variance is given, the woman had to have a night's rest of at least 11 consecutive hours, including at least 7 consecutive hours between 10 p.m. and 6 a.m. According to its preamble, this Act has been adopted in line with the policy of promoting equal treatment for men and women in employment in factories and workplaces.]

**NETHERLANDS (cont.)**

7/V/1986 An Act to amend the Relief Schemes (Provision of Employment) Act [No. 687 of 1967] in certain respects. (*ibid.*, No. 299)

[Miscellaneous amendments.]

7/V/1986 An Act to amend the General Civil Service Pensions Act [No. 679 of 1979] and other government pension laws. (*ibid.*, No. 303)

[Numerous amendments.]

9/V/1986 Decree to make regulations respecting the legal status of persons taking part in apprentice training schemes. (*ibid.*, No. 291)

[Covers workers and civil servants taking part in courses.]

16/V/1986 An Act to amend the Apprenticeship Act [No. 215 of 1966: LS 1966—Neth. 3] so as to abolish the age limit of 27 years. (*ibid.*, No. 282)

[Amends s. 16.]

16/V/1986 Employment of Handicapped Workers Act. (*ibid.*, No. 300)

[This Act calls for reasonable efforts by employers, employers' organisations and trade unions to promote equal opportunity for handicapped workers (s. 2(1)). It contains definitions (s. 1) and includes provisions regarding placement (s. 2 to 5), measures employers are to take to adapt workplaces to the needs of handicapped employees (s. 6), remuneration (ss. 7 to 9), financial consequences for employers (ss. 10 to 12), supervision and reporting (ss. 13 to 16), penalties (s. 17) and effects on other laws (ss. 18 to 25). The Act amends various provisions of the Sickness Insurance Act (No. 473 of 1967) (LS 1967—Neth. 2 (consolidation)) along with a series of other Acts regarding pensions, social insurance and works councils. It repeals the Act (No. H 283 of 1947) respecting the placement of disabled workers (s. 27).]

21/V/1986 An Act further to amend certain social insurance laws, the Act [No. J121 of 1949] respecting compulsory participation in a works pension fund and certain tax laws in connection with the abuse of corporate status. (*ibid.*, No. 276)

25/VI/1986 Decision of the Minister of Justice respecting the publication in the *Staatsblad* of the text of the Sickness Funds Act [No. 392 of 1964: LS 1964—Neth. 2], as last amended by the Act of 21 May 1986 [No. 276]. (*ibid.*, No. 347)

10/IX/1986 Nuclear Energy Act (Radiation Protection) Decree. (*ibid.*, No. 465)

[Relates, inter alia, to the precautions to be taken, and the medical examinations given, where persons use radioactive substances or appliances.]

29/IX/1986 An Act to promote employment opportunities for jobseekers who have been unemployed for a very long period of time. (*ibid.*, No. 484)

[This Act exempts employers from the payment of contributions for a maximum of four years and grants subsidies towards the cost of training and supervision where jobseekers are recruited after at least three years' continuous unemployment.]

**NEW ZEALAND**

17/VI/1985 An Act to amend the Labour Department Act 1954. No. 89.

[To give the Minister of Employment and the Minister of Immigration the same powers as those conferred upon the Minister of Labour under the principal Act.]

18/VI/1985 State Services Conditions of Employment Amendment Act 1985.

[Replaces a number of provisions of the 1977 Act by provisions concerning, inter alia, union membership of persons employed in the public sector.]

18/VI/1985 Agricultural Workers Amendment Act 1985.

[The Act deals with workers' organisation membership clauses. As a basic principle, it provides that such clauses must be inserted in an award or agreement lodged with the Registrar for industrial relations; the clause will otherwise have no legal effect. The insertion, maintenance or reinstatement of such a clause must be supported by 50 per cent at least of the valid votes cast by the agricultural workers concerned. The statute details voting conditions and procedures. If all the necessary conditions are fulfilled and a certificate to that effect has been issued by the Registrar, a workers' organisation membership clause will be incorporated into all the relevant

**NEW ZEALAND (cont.)**

agreements or regulations and will remain in effect for three years; the clause will otherwise not be inserted, or be invalidated. The insertion or non-insertion of the clause remains subject to judicial review. A valid clause will put the workers under an obligation to join the representative organisation, as they will otherwise be liable to a fine, and the organisation under an obligation to accept their membership. By the same token, it puts the employer under an obligation to employ only workers who are members of the organisation; failure to do so will make him liable to a fine. The Act repeals and replaces sections 15A to 15L of the Agricultural Workers Act 1977 which was published in the Legislative Series (LS 1977—NZ 1). (Note: this 1985 Amendment was repealed by the Agricultural Workers Amendment Act 1987 (No. 78)).]

**8/VII/1985 Social Security Amendment Act 1985.**

[The Act provides that no instalments of a social security benefit will be paid if the beneficiary is absent from New Zealand for longer than a specified period. For the first 26 weeks of absence, all but sickness, unemployment and emergency benefits will still be payable. However, this entitlement ceases after 30 weeks of absence, unless a derogation has been granted. The case of children being educated abroad, whose parents remain in New Zealand and receive a family benefit, is reserved. Minors receiving a benefit may remain absent from New Zealand for up to two years in the aggregate. The Act repeals and replaces s. 77 of the Social Security Act 1964, which was published in the Legislative Series (LS 1964—NZ. 1). The new amendment expressly reserves the application on the conventions on Social Security to which New Zealand is a party.]

**29/X/1985 Industrial Relations Amendment Act (No. 2) 1985. No. 138 of 1985.**

[Amendment of sections on salaries and allowances of Judges of Arbitration Courts, appointment of temporary judges, industrial conciliation service remuneration and remuneration of industrial mediation service under the Industrial Relations Act 1973 [LS 1973—NZ 1, 1976—NZ 1A, 1B]. (Note: this 1985 Amendment Act was repealed by the Labour Relations Act 1987 (No. 77)).]

**2/XII/1985 Industrial Relations Regulations 1974, Amendment No. 5.**

[Regulations concerning notice of appeal against decision of Union Membership Exemption Tribunal, related proceedings and, generally, matters related to such appeals (LS 1973—NZ 1, 1976—NZ 1A, 1B). (Note: these Regulations were abrogated by the Labour Relations Act 1987 (No. 77)).]

**7/XII/1985 An Act to amend the State Services Conditions of Employment Act 1977. No. 143.**

[Amendments to the Act, including new sections on criteria relating to pay scales for occupational classes, criteria for general reviews of remuneration and the powers of the Minister to refer to the Tribunal existing or threatened strikes affecting essential services, and the powers of the employing authority to make deductions from wages in certain circumstances.]

**12/XII/1985 An Act to amend the Social Security Act 1964. No. 159.**

[Various amendments concerning benefits and entitlements thereto.]

**6/VI/1986 Machinery Amendment Act 1986. No. 15.**

[Amends the Machinery Act 1950 (ss. 2 (definitions), 3 (exemptions), 12, 21B, 21C (all regarding young persons or children), 29, 39; new ss. 26A, 26B and 26C on codes of practice). Repeals, inter alia, certain sections of the Machinery Amendment Acts of 1978 and 1979.]

**25/VI/1986 Education Amendment Act 1986. No. 28.**

[Amends the Education Act 1964 by inserting new ss. 70C, 70D and 70E in regard to child care and family day care. Contains amendments to the Child Care Centre Regulations 1985 in an appended Schedule.]

**25/VII/1986 Fisheries Amendment Act 1986. No. 34.**

[Amends the Fisheries Act 1983, in particular by inserting a new Part IIA (Commercial Fishing on Quota Management System) and replacing Part IV (Fishing Vessels and Methods of Fishing).]

**25/VII/1986 Union Representatives Education Leave Act 1986. No. 35 [LS 1986—NZ 1].**

[This Act provides for authorised union representatives to be granted leave with pay by their employers in order to attend approved union education courses. Part I governs entitlements to leave, administrative arrangements and the granting of leave. The Act guarantees continuity of employment and of contributions to superannuation schemes for workers taking education leave (ss. 26 and 27). It also protects against use of undue influence (s. 29) and dismissal while on

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leave (s. 31). Part II of the Act establishes the Trade Union Education Authority whose functions include promoting and co-ordinating union education, approving courses, producing teaching materials, making recommendations to the Government, and co-operating, where appropriate, with the ILO and other international authorities and union organisations. Under s. 69 of the Act, the Trade Union Training Board established under the Vocational Training Council Act 1968 (LS 1968—NZ 1) is dissolved. (Note: this Act was amended by the Labour Relations Act 1987 (No. 77)).]

**6/VIII/1986 Social Security Amendment Act 1986. No. 39.**

[This Act contains numerous amendments to the Social Security Act 1964 (LS 1964—NZ 1 . . . 1968—NZ 2A). Part I of the new Act deals with monetary benefits; it amends ss. 3 (1), 15 (1), 16, 21, 27I (1), 28, 32, 35 (3), 72 (a), 83; repeals ss. 27A 3(a), 39F, 45, 51, 61A, 61B; adds new ss. 53A, 69D and substitutes various Schedules. The benefits affected include widow's benefit, orphans' benefit, family benefit, child supplement, and the transition to work allowance. Various appeal boards are also disbanded. Part II, regarding medical and hospital and related benefits, contains amendments to ss. 88(1), 111, 117 and replacements of ss. 93, 93A, 94, 94A, 96, 97 and 97A.]

**NORWAY****13/IX/1985 Provisions to amend the Provisions [of 1 June 1979] respecting workers' protection and the working environment, etc., in connection with prospecting for and/or the exploitation of underwater oil deposits. No. 1703. (*Norsk Lovtidend*, 14 Oct.)**

[Repeals s. 5, replaces ss. 9 to 13 and inserts new ss. 9a (travelling time) and 11a (periods of residence).]

**20/IX/1985 Provision to repeal the Provisions [of 3 Mar. 1978] respecting the state guarantee for wage claims in the event of bankruptcy, etc., in the case of workers on board Norwegian fishing, sealing and whaling vessels. No. 1712. (*ibid.*)****19/XI/1985 Provisions to repeal the provisions [of 29 May 1941] respecting housing for workers engaged in forestry and timber rafting. No. 2103. (*ibid.*, 15 Jan. 1986)****20/XII/1985 An Act to amend Act No. 12 of 22 June 1962 respecting a pension scheme for nurses. No. 111. (*ibid.*, 20 Jan. 1986)**

[Amends s. 1 (coverage).]

**10/I/1986 Provisions respecting the application of the Working Environment Act [No. 4 of 4 Feb. 1977: LS 1977—Nor. 1] to work in undertakings consisting of one person and engaged in the building and civil engineering industry. No. 17. (*ibid.*, 31 Jan.)****21/II/1986 Provisions respecting workers' protection and the working environment, etc., in civil aviation. No. 540. (*ibid.* 18, Mar.)****21/III/1986 Repeal of Act No. 3 of 19 December 1958 respecting the conditions of employment of agricultural workers. No. 742. (*ibid.*, 11 Apr.)****21/III/1986 Provisions respecting the application of the Working Environment Act [LS 1977—Nor. 1] to undertakings in agriculture and forestry not employing workers. No. 745. (*ibid.*)****11/IV/1986 Provisions respecting local safety delegates and working environment committees for loading and unloading operations [in ports]. No. 870. (*ibid.*, 30 Apr.)****11/IV/1986 Provisions to repeal the provisions [of 7 Feb. 1974] to prohibit the employment of young persons under 18 years of age on dangerous work in agriculture. No. 990. (*ibid.*, 29 May)****11/IV/1986 Provisions to amend the provisions [of 22 Sep. 1977] respecting the employment of primary school pupils who have reached the age of 13 years. No. 992. (*ibid.*, 29 May)**

[Inserts a new s. 4 (provisions not to apply to agriculture).]

**24/IV/1986 Provisions to amend the provisions [of 11 Mar. 1983] respecting exceptions to the ban on the subcontracting of labour. No. 996. (*ibid.*, 29 May)**

[Amend ss. 1 and 8.]

**6/VI/1986 An Act to amend the National Insurance Act (No. 12 of 17 June 1966) [LS 1970—Nor. 1 (Consolidation), 1971—Nor. 2]. No. 29. (*ibid.*, 4 July)**

[Amends s. 3(1) (entitlement to sickness benefit).]

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- 25/X/1985 Ministerial Resolution No. 0161-85-PCM to approve the rules governing the Multisectoral Co-ordinating Commission for Direct Assistance and the special project known as "Direct Assistance Programme". (*El Peruano*, 27 Oct.)

[The functions of the Commission, whose members include the Ministers of Education, Health, Agriculture and Housing and Construction, is to co-ordinate the complementary measures taken by public sector bodies to promote the development of marginal urban areas and depressed rural areas. The objectives of the project are to contribute to the betterment of the working and living conditions of the population in those areas, to enlist the participation of the public sector in the project's own activities, etc.]

- 6/XI/1985 Ministerial Resolution No. 1208-85-ED authorising leave with pay, by reason of the death of the spouse, parents or children, for employees and officials covered by the labour regulations in Legislative Decree No. 276. (*ibid.*, 13 Nov.)

[The legislative decree referred to contains the statutory provisions concerning professional careers in the administrative services and remuneration in the public sector. Leave within the meaning of the decision is granted automatically for a period of eight days if the death occurs in the province in which the worker or official is serving, and for a period of 15 days if the death occurs in a province other than that in which he is posted.]

- 8/XI/1985 Ministerial Resolution No. 848-85 ICTI/IND to make rules concerning the registration of trade associations of small industrial undertakings. (*ibid.*, 12 Nov.)

- 18/XI/1985 Presidential Decree No. 033-85-TR to set standards for employers who have failed to pay remuneration, or grant leave or other social benefits on time, including participation in cash profit-sharing schemes. (*ibid.*, 19 Nov.)

[In the event of non-observance, interest must be paid on the amounts outstanding at the going rate, except if such amounts have not been settled due to frustration or *force majeure*.]

- 28/XI/1985 Presidential Decree No. 035-85-TR to set standards for the promotion of employment. (*ibid.*, 30 Nov.)

[The purpose of the measures adopted under the Decree is to reduce unemployment and make for better use of the productive capacity of undertakings. To that end, it offers advantages and exemptions, including preferential interest rates, to undertakings that create new jobs. The central scheme hinges on the establishment of a special certificate, the amount of which is to be calculated on the basis of the increase in costs resulting from the engagement of additional staff, and which can be used by the undertakings as an instrument of payment to settle their taxes. The incentives provided for in the Decree will remain in effect for three years.]

- 4/XII/1985 Ministerial Resolution No. 444-85-TR to adopt the regulations of the Supervisory Committee for procedures, under the Ministry of Labour and Social Promotion. (*ibid.*, 8 Dec.)

- 4/XII/1985 Presidential Decree No. 057-85-ED to amend the regulations governing the development of production activities in secondary schools, higher institutes of technology and public vocational training centres. (*ibid.*, 10 Dec.)

- 30/I/1986 Presidential Decree No. 007-86-TR to lay down rules for preferred claims to the payment of workers' entitlements in the event of execution, distraint or bankruptcy proceedings or the liquidation or closure of their undertakings. (*ibid.*, 31 Jan.; errata: *ibid.*, 1 Feb.)

[This Decree governs the preferred claims to wages, etc., enjoyed by workers in the event of attachment, distraint or bankruptcy proceedings or the closure or stoppage of their undertakings. Where third parties also have preferred claims, the magistrate dealing with the case will order the employer's assets to be blocked until the workers' claims have been assessed and settled. In undertakings having the status of industrial communities, the chairman of the board will have the same rights as the representatives of junior partners and bondholders.]

- 5/II/1986 Presidential Decree No. 005-86-AC, to prescribe the procedures applicable in respect of associative agricultural undertakings not having a title of full ownership to their lands or affected by certain disadvantages. (*ibid.*, 12 Feb.)

- 7/II/1986 Presidential Decree No. 010-86-TR to establish a new wage-supplement determination machinery by collective bargaining. (*ibid.*)

[The Decree provides that workers in the private sector may reach agreement with their employers on an additional wage increase; in the absence of agreement the increase will be fixed by the labour administration authorities. Any worker with more than three months' service with



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the same employer will qualify for the increase. The Decree repeals s. 8 of Decree No. 014-81-TR, respecting adjustment clauses.]

- 7/II/1986 Presidential Decree No. 012-86-TR to increase the remuneration of workers in the private sector, whose wage increases are not determined by collective bargaining. (*ibid.*)

[The Decree provides for such workers to receive a wage increase in the form of a special 25 per cent cost-of-living bonus, subject to a ceiling.]

- 19/II/1986 Ministerial Decision No. 082-86-TR to regulate collective bargaining procedures, with the amendments provided for in Presidential Decree No. 009-86-TR. (*ibid.*, 20 Feb.; errata: *ibid.*, 21 Feb.)

[Presidential Decree No. 006-71-TR of 1971 is still the basic text governing collective agreements, bargaining and conciliation procedures and the powers of the labour administration authorities to settle disputes. It has been amended on a number of occasions, the latest changes being made by the above Presidential Decree, which altered the procedure for conciliation and the settlement of claims by the labour administration authorities by simplifying the machinery and shortening the time-limits. The texts are the amending Presidential Decree of 1986 and a consolidation of Presidential Decree No. 006-71-TR, which was published in the *Legislative Series* (LS 1971—Peru 2).]

- 7/III/1986 Presidential Decree No. 05-86-ED, to amend s. 134 of the regulations governing the Teaching Staff Act. (*ibid.*, 11 Mar.)

- 29/IV/1986 Presidential Decree No. 015-86-TR providing for the Ministry of Labour and Social Affairs to institute a permanent non-fee-charging service for the legal defence and assistance of workers in the private sector. (*ibid.*, 1 May)

[The service for workers' defence and assistance, under the authority of the Office of Workers' Defence, has the functions of clearing up questions raised individually or by trade union organisations; providing legal defence and assistance to workers in proceedings before administrative authorities or labour tribunals, and in regard to infringements of labour standards and questions of benefits payments or other social rights; promoting conciliation between the parties; and informing workers of their rights and duties in regard to labour matters.]

- 7/V/1986 Act No. 24504 to provide that employees and workers subject to the rules applying to the private sector have a right to receive a supplement of 25 per cent of their remuneration upon attaining 25 years of service and 30 per cent upon attaining 30 years of service. (*ibid.*, 14 May)

[Women workers and employees, as described above, are granted bonuses which form part of their retirement pensions.]

- 7/V/1986 Act No. 24506 repealing Act No. 4891 regarding vagrancy and Legislative Decree No. 11004 providing for procedures and penalties. (*ibid.*)

[With the repeal of this Act, any police or court record or file based upon an act characterised as "vagrancy" is rendered without effect.]

- 19/V/1986 Ministerial Resolution No. 221-86-TR to amend the procedures for approving labour rules at the undertaking level. (*ibid.*, 20 May)

- 28/VII/1986 Presidential Decree No. 018-86-TR to establish the Emergency Jobs Programme (PROEM). (*ibid.*, 29 July)

[The Programme is designed to fight unemployment and to increase the incomes of the less-favoured sectors of the population. While the Programme is in force, firms participating in it are allowed to engage new workers on a fixed-term basis without having to show the occasional or temporary nature of the work to be performed. The rights and benefits of workers who are engaged on a fixed-term basis in application of this Decree may not be inferior to those established by the regular labour legislation.]

- 21/VIII/1986 Ministerial Resolution No. 398-86-TR to approve the internal rules for the functioning of the National Committee to Support Selective Placement. (*ibid.*, 23 Aug.)

[The Committee has the aim of advising, supporting and spreading the word about activities involving selective placement by public and private institutions for the benefit of workers with physical, sensory or intellectual limitations. It is comprised of representatives from the fields of labour and social welfare, health and education, as well as of the Peruvian Institute of Social

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Security, employers and institutions of persons having such limitations. The Resolution also calls for regional committees to support selective placement.]

- 29/VIII/1986 Legislative Decree No. 384 to set forth the competence of bodies having jurisdiction over labour matters and workers' communities. (*ibid.*, 30 Aug.)

[The various bodies having jurisdiction over labour matters and workers' communities constitute the basic organisational structure of courts and tribunals, forming part of the judicial branch, which have the responsibility to hear and resolve labour questions, as fixed by law. In particular, their competences include hearing individual actions presented by workers who are covered by the labour relations system governing private activities in regard to legal disputes over the application of labour standards; popular actions for violation of the Constitution or in relation to laws applied in a manner contrary to resolutions and decrees of a general nature issued by the Executive branch in the labour field; and the implementation of administrative resolutions issued by the labour authorities on labour matters.]

- 26/IX/1986 Presidential Decree No. 021-86-TR for the application of compulsory insurance for occupational hazards, established by Act No. 24522, to professional journalists, reporters and cameracrew who work on a permanent basis for journalistic, radio or television enterprises or advertising agencies, and who are subject to the provisions of Act No. 4916 [LS 1924—Peru 1A]. (*ibid.*, 28 Sep.)

[Compulsory insurance for occupational hazards covers the contingencies of total or permanent incapacity to engage in one's occupation, and death.]

- 26/IX/1986 Presidential Decree No. 022-86-TR to provide for the application of Act No. 24527 to professional journalists, reporters and camera crew who work on a permanent basis for journalistic, radio or television enterprises or advertising agencies, and who have a contract of employment subject to the provisions of Act No. 4916 [LS 1924—Peru 1A]. (*ibid.*)

[Provides that, in order to opt for early retirement within the terms of Act No. 4916, the insured person must fulfil the following prerequisites: (a) if a man, he must have reached at least 55 years of age, and if a woman, at least 50 years of age; (b) if a man, he must have contributed to the Peruvian Social Security Institute for a minimum of 15 years, and if a woman, for a minimum of 13 years; (c) he or she must have completed 15 years as a working journalist by the date of retirement, or 5 years without a break as a journalist immediately prior to the date of retirement.]

**PHILIPPINES**

- 19/VII/1985 Presidential Decree No. 1981 of 1985, further amending Presidential Decree No. 1146, as amended, otherwise known as the revised Government Service Insurance Act of 1977. (*Official Gazette*, 30 Sep.)

[Amendments concerning compulsory coverage and the conditions thereof, the effects of separation from the service, the settlement of disputes and other matters.]

- 22/X/1985 Public Assembly Act of 1985. (*ibid.*, 28 Oct.)

[Contains definitions, procedures and requirements for obtaining permits for any public assembly (demonstration, parade, etc.). Describes responsibilities of permit applicants and sets forth prohibited acts and penalties. Repeals, amends or modifies any inconsistent legal instruments.]

- 21/XI/1985 Memorandum Circular No. 1295 concerning the organisation and establishment of credit cooperatives among market vendors in the public markets. (*ibid.*, 23 Dec.)

- 25/XI/1985 Board of Nursing Resolution No. 1903 adopting the rules governing continuing professional education accreditation programme for nurse practitioners. (*ibid.*, 16 Dec.)

[Adopted under the Philippine Nursing Law Act No. 877.]

- 29/XI/1985 Board of Midwifery Resolution No. 665 adopting the rules governing continuing professional education accreditation programme for midwives. (*ibid.*, 16 Dec.)

[Adopted under Act No. 2644 regulating the practice of midwifery.]

- 10/XII/1985 Letter of Instruction No. 1487 institutionalising a revitalised programme of teacher in-service training in the public schools. (*ibid.*, 30 Dec.)

**PHILIPPINES (cont.)**

- 8/I/1986 Presidential Decree No. 2008 to further strengthen the co-operative movement. (ibid., 13 Jan.)

[Restores to co-operatives certain privileges which had been suspended by Presidential Decree No. 1955, by amending ss. 4, 5 and 9 thereof. Sets forth the powers and privileges of co-operatives, including the possible exemption from the application of the Minimum Wage Law. Fixes penalties for non-compliance and repeals any provisions inconsistent with this Decree.]

- 9/I/1986 Executive Order No. 1077 revising the computation of creditable vacation and sick leaves of government officers and employees. (ibid.)

[Eliminates the limitation on the number of days of vacation and sick leaves that may be accumulated and requires all government officials and employees to go on vacation leave for at least five working days annually.]

- 26/I/1986 Presidential Decree No. 2018 making illegal recruitment a crime of economic sabotage. (ibid., 17 Feb.)

[Amends ss. 38 and 39 of the Labor Code to make illegal recruitment activities (as defined) an offence considered to be economic sabotage, subject to a fine and/or life imprisonment.]

- 13/II/1986 Board for Deck Officers Resolution No. 4. (ibid., 3 Mar.)

[Adopts rules for continuing professional education for deck officers, pursuant to s. 18 of Presidential Decree No. 92 (Philippine Marine Officers Law).]

- 2/III/1986 Proclamation No. 2: Lifting the Suspension of the Privilege of the Writ of Habeas Corpus throughout the Philippines. (ibid., 10 Mar.)

[This Proclamation revokes Proclamations Nos. 2045 and 2045-A, which had suspended the recourse to habeas corpus for, inter alia, offences in connection with illegal assemblies and associations.]

- 18/III/1986 Executive Order No. 8 creating the Presidential Committee on Human Rights. (ibid., 24 Mar.)

[Sets forth the composition, functions, powers, and funding of the purely advisory and consultative Committee.]

- 25/III/1986 Proclamation No. 3 declaring a national policy to implement the reforms mandated by the people, adopting a Provisional Constitution, and related matters. (ibid., 31 Mar.)

[This Proclamation by the President is designed to provide an orderly transition to a Government under a new Constitution by promulgating a Provisional Constitution. The Preamble recalls the mandate of the people and the circumstances under which the new Government was installed. The Provisional Constitution adopts the provisions of Arts. I (National Territory), III (Citizenship), IV (Bill of Rights), V (Duties and Obligations of Citizens) and VI (Suffrage) of the 1973 Constitution, as amended. It states that the following Articles of the 1973 Constitution also remain in force in so far as they are not inconsistent with the provisions of this Proclamation: II (Declaration of Principles and State Policies), VII (President), X (Judiciary), XI (Local Government), XII (Constitutional Commissions), XIII (Accountability of Public Officers), XIV (National Economy and Patrimony), and XV (General Provisions), as amended. Finally, Arts. VIII (Batasang Pambansa (Parliament)), IX (Prime Minister and Cabinet), XVI (Amendments), XVII (Transitory Provisions), and all amendments thereto are declared to be superseded. In addition, the President is to appoint a Commission to draft a new Constitution which shall become valid upon ratification by the majority of the votes cast in a plebiscite. All existing laws, implementing regulations, etc. which are not inconsistent with the Proclamation remain operative until modified, amended or repealed by the President or the legislative body to be established under the new Constitution. In regard to government reorganisation, all elective and appointive officials and employees remain temporarily in office; the Proclamation also addresses the holding of elections. Further, it contains new provisional constitutional provisions regarding the President, Vice-President and the Cabinet. It sets as priorities for action government reorganisation, effective guarantees of civil, political, human, social, economic and cultural rights, economic rehabilitation, recovery of ill-gotten assets and property, eradication of graft and corruption, and restoration of peace and order, especially in relation to insurgency.]

- 19/IV/1985 Dockwork Safety and Health Standards. (ibid., 25 Nov.)

[Issued by the Philippine Port Authority.]

**PHILIPPINES (cont.)**

- 23/IV/1986 Proclamation No. 9: Law governing the Constitutional Commission of 1986. (ibid., 28 Apr.)

[Provides the details of the operation of the Constitutional Commission created under Proclamation No. 3 regarding constitutional changes, and establishes the procedure for the ratification or rejection of the proposed new Constitution.]

- 28/V/1986 Executive Order No. 17 prescribing the rules and regulations for the implementation of section 2, Article III of the Freedom Constitution. (ibid., 2 June)

[This Order calls upon every government ministry and instrumentality to adopt rules and procedures for the review and assessment of its personnel and to complete its review no later than 24 Feb. 1987. On the basis of this process, officials and employees may be separated from service by reason of the grounds set forth in s. 3 of the Order (corruption, gross incompetence, etc.). The Order also creates a Committee to act on all petitions for reconsideration of dismissal; its decisions are final.]

- 1/VII/1986 Executive Order No. 25 granting exemption from the payment of the travel tax to Filipino overseas contract workers. (14 July)

- 4/VII/1986 Executive Order No. 27 regarding education to maximise respect for human rights. (ibid., 14 July)

[Requires, inter alia, the Civil Service Commission to include in the qualifying examinations for government service basic knowledge of human rights (s. 2).]

**POLAND**

- 19/VII/1985 Order of the Council of Ministers to provide for the operation and development of disabled and blind persons' co-operatives. (*Dziennik Ustaw*, Text 185)

[Repeals Decision No. 281 of the Council of Ministers of 12 Dec. 1973 to provide for the further development of disabled persons' co-operatives.]

- 3/VIII/1985 Directive of the Minister of Health and Social Welfare respecting the determination of the state of health of Polish citizens sent to work abroad for foreign employers. (*Monitor Polski*, Text 185)

- 9/VIII/1985 Order of the Council of Ministers respecting the organisation, rules and procedures of the supervisory councils of the Social Insurance Institution. (*Dziennik Ustaw*, Text 203).

[Repeals the Order of 20 Dec. 1974 on the same subject.]

- 10/VIII/1985 Decision of the Council of State to lay down rules for the appointment of the Labour Protection Council. (*Monitor Polski*, Text 171)

- 19/VIII/1985 Decision No. 134 of the Council of Ministers respecting the conclusion, by Polish citizens who are temporarily resident abroad, of contracts with services sending persons abroad to work for foreign employers. (ibid., Text 173)

- 16/IX/1985 Order of the Council of Ministers to lay down rules for the organisation and financing of practical training and the coverage of training costs by establishments employing persons completing their studies at vocational schools. (*Dziennik Ustaw*, Text 268)

[Repeals the Order of 1 July 1974 on the same subject.]

- 28/X/1985 Decision No. 170 of the Council of Minister to amend the Decision [of 3 Sep. 1984] to lay down rules for the acceptance by Polish citizens of work abroad in the service of foreign employers. (*Monitor Polski*, Text 232)

[Amends ss. 1, 5, 6 and 8.]

- 4/XI/1985 Notification of the Chairman of the State Council respecting the publication of a consolidated version of the State Labour Inspectorate Act of 6 March 1981 [LS 1981—Pol. 1]. (*Dziennik Ustaw*, Text 276)

[Annex contains the text of the Act as amended by the Act of 24 July 1985.]

- 4/XI/1985 Notification of the Chairman of the State Council respecting the publication of a consolidated version of the trade unions Act of 8 October 1982. (ibid., Text 277)

[The annex contains the text of the Act as amended by the Act of 24 July 1985. The 1982 Act was published in the Legislative Series (LS 1982—Pol. 1A).]

**POLAND (cont.)**

- 27/XI/1985 Order of the Minister of Labour, Wages and Social Affairs respecting the maximum concentrations of unhealthful substances permitted in workplaces on a temporary or permanent basis. (*ibid.*, Text 290)
- 19/XII/1985 Decision No. 207 of the Council of Ministers, to amend the Decision [No. 127 of 29 July 1975] respecting the hours of work of workers employed in particularly arduous or unhealthy conditions. (*Monitor Polski*, Text 298)  
[Amends s. 1.]
- 17/II/1986 Order of the Council of Ministers to lay down rules for the establishment of works systems of remuneration by ore mining undertakings. (*Dziennik Ustaw*, Text 25)
- 17/II/1986 Order of the Council of Ministers to lay down rules for the establishment of works systems of remuneration in the power industry and in the Polish Oil and Gas Company. (*ibid.*, Text 26)
- 21/II/1986 Order of the Council of Ministers respecting an increase in working hours in certain establishments from 1986 to 1990. (*ibid.*, Text 34)  
[Possibility, in certain circumstances, of increasing working hours to 8 a day and 46 a week in establishments of major importance for the national economy.]
- 6/III/1986 Order of the Council of Ministers to amend the Order [of 7 Mar. 1983] respecting the receipt of remuneration and income by persons entitled to a pension. (*ibid.*, Text 47)  
[Amends ss. 2 and 9, replaces s. 14 and repeals s. 13.]
- 6/III/1986 Order of the Council of Ministers to amend the Order [of 17 July 1981] respecting leave for bringing up children. (*ibid.*, Text 48)  
[Amends ss. 6 and 7.]
- 6/III/1986 Order of the Minister of Labour, Wages and Social Affairs to amend the Order [of 24 Jan. 1984] respecting family and [children's] attendance allowances. (*ibid.*, Text 50)  
[Miscellaneous amendments.]
- 10/IV/1986 An Act to issue the law relating to atomic energy. (*ibid.*, Text 70)  
[Inter alia, Div. 7: Workers' training and health protection.]
- 10/IV/1986 Order of the Council of Ministers to lay down rules for the employment of persons who are not Polish citizens in academic teaching posts in higher educational establishments and to provide for the rights and obligations of such persons. (*ibid.*, Text 73)
- 30/IV/1986 Notification of the Minister of Labour, Wages and Social Affairs respecting the publication of a consolidated text of the Order of the Council of Ministers dated 20 November 1974 respecting the working hours and overtime pay of workers employed on guard duties. (*ibid.*, Text 97)  
[Guards, caretakers, hall porters, etc. Consolidated text in annex.]
- 9/V/1986 Order of the Council of Ministers respecting family allowances for the children of individual farmers. (*ibid.*, Text 109)
- 18/VII/1986 Order of the Council of Ministers to amend the Order [of 9 Mar. 1984] to provide for periods of employment abroad and to lay down rules for the award of pension benefits in respect of such employment. (*ibid.*, Text 136)  
[Amends s. 5.]

**PORTUGAL**

- 24/X/1985 Legislative Decree No. 439/85 to approve the basic Act governing the social services of the Ministry of Health, instituted by Legislative Decree No. 48875 of 20 February 1969. (*Diário da República*, 24 Oct.)  
[Repeals Legislative Decree No. 48875.]
- 25/X/1985 Legislative Decree No. 446/85 to establish rules of law concerning general contractual clauses. (*ibid.*, 25 Oct.)
- 30/X/1985 Legislative Decree No. 457/85 to prescribe rules concerning the size of crews carried on ships of the merchant marine and on pleasure boats. (*ibid.*, 30 Oct.)

**PORTUGAL (cont.)**

[The Legislative Decree makes the size of the crews of merchant, fishing and pleasure vessels subject to approval by the Minister of the Sea. It establishes a procedure for determining the size of the crew of each ship, by distinguishing between a minimum crew, a temporary crew and a complete crew. The Minister's decision will be based on the recommendations of a commission for crews and a technical inspection commission. The Legislative Decree contains a reference to International Maritime Organisation (IMO) Resolution A. 481 (XII) (1981) on safety and protection of human life at sea. It repeals Legislative Decrees Nos. 50/73 and 517/77, and revokes implementing Regulations Nos. 372/75 and 248/80.]

**Macau**

10/VIII/1985 Legislative Decree No. 78/85/M concerning the right to compensation for injuries sustained in consequence of industrial accidents and occupational diseases. (*Boletim Oficial*, Supp., 10 Aug.)

[The Legislative Decree lays down principles of public policy and establishes a general scheme for industrial accident and occupational disease compensation in the territory of Macau. It covers all branches of economic activity, except public administration. Benefits in money and in kind are payable by way of compensation for industrial accidents. Benefits in kind cover medical treatment, including medicine, hospital care, prostheses and functional re-education (ss. 15–33). Depending on the circumstances, the financial benefits may include the payment of an amount varying between 36 and 96 times that of the pre-injury basic monthly wage (ss. 34–43). The contraction of any of the occupational diseases listed in Table 2, as annexed to the legislative decree, entitles the worker to similar forms of compensation (ss. 44–45). In order to cover financial risks, all employers must take out insurance with approved underwriters (ss. 54–58). A Provident Fund is to be established to provide for the possible insolvency of employers or underwriters (ss. 54–63). Under the Legislative Decree, offenders are liable to fines without prejudice to their liability in tort and criminal responsibility. This Legislative Decree is a follow-up to Legislative Decree No. 101/84/M on industrial relations. The drafters drew from the equivalent legislation of Hong Kong, and Portugal's experience in this field. It entered into force on 1 January 1986.]

7/IX/1985 Legislative Decree No. 80/85/M to regulate the teaching staffs' entitlement to leave. (*ibid.*, 7 Sep.)

24/III/1986 Legislative Decree No. 28/86/M to make legal provisions for acts of negligence in respect of diseases contracted, and accidents sustained, at work. (*ibid.*, Supp., 24 Mar.)

[Applies to civil servants, and to officials and salaried workers employed on a casual basis in the Public Service and the independent services of Municipal Councils.]

**ROMANIA**

1986 Constitution of the Socialist Republic of Romania, as amended to 23 October 1986. (*Buletinul Oficial*, Part I, 29 Oct.)

[The Constitution of the Socialist Republic of Romania, adopted on 21 Aug. 1965, has been amended by the following: Act No. 1 of 1968 (B.O. No. 16 of 16 Feb. 1968), Act No. 56 of 1968 (B.O. No. 168 of 26 Dec. 1968), Act No. 1 of 1969 (B.O. No. 31 of 13 Mar. 1969), Act No. 26 of 1971 (B.O. No. 157 of 17 Dec. 1971), Act No. 1 of 1972 (B.O. No. 41 of 24 Apr. 1972), Act No. 1 of 1974 (B.O. No. 45 of 28 Mar. 1976), Act No. 66 of 1974 (B.O. No. 161 of 23 Dec. 1976), Act No. 2 of 1976 (B.O. No. 30 of 21 Mar. 1975), Act No. 19 of 1979 (B.O. No. 103 of 19 Dec. 1979) and Act No. 19 of 1986 (B.O. No. 64 of 27 Oct. 1986).]

**SAINT LUCIA**

23/VII/1985 Contract of Service (Amendment) Regulations 1985. S.I. No. 38 of 1985.

[Calculation of severance pay owed to an employee on redundancy.]

29/VIII/1985 Employees (Occupational Health and Safety) Act 1985. No. 10.

[The Act covers all aspects of occupational health and safety. It provides for preventive health measures, protective devices and equipment, medical examinations and the notification of employment injuries. The Labour Commissioner will be responsible for its administration and will have extensive powers of investigation and prosecution.]

**SAINT LUCIA (cont.)**

30/V/1986 Bananas (Protection and Quality Control) Act 1986. No. 5.

[The Act amends and revises the law relating to the harvesting, handling and reception of bananas. The appended Schedule contains Regulations which bear indirectly on job safety of workers. Repeals the Banana (Protection and Quality Control) Act 1969 (No. 19).]

**SAINT VINCENT AND THE GRENADINES**

23/I/1986 Fisheries Act 1986. No. 8. (*Government Gazette*, 28 Jan.)

[An Act for the promotion and management of fisheries. Inter alia, in s. 45(2) (*e*) and (*s*), empowers the responsible Minister to make regulations regarding registration and licensing of fishermen and fishing vessels, and prescribing safety standards for local fishing vessels and fishermen. Entry into force 4 Mar. 1986 (per S.R.O. No. 5 of 1986, *Government Gazette*, 11 Mar. 1986).]

**SAN MARINO**

20/V/1985 Act No. 62 to make special provisions respecting pensions. (*Bollettino Ufficiale*, 31 May)

[Workers aged 60 years or over, with a reduction in capacity for work of at least 40 per cent, who have not been placed in suitable employment, shall be entitled to an invalidity pension, provided that they have contributed for at least ten years.]

20/V/1985 Act No. 63 to revise proceedings for employment relationships in private law. (*ibid.*)

[Lays down the rules for the settlement of individual and collective labour disputes arising out of employment relationships in private law.]

**SEYCHELLES**

3/XII/1985 Nurses and Midwives Act 1985. Act 18 of 1985. (*Official Gazette*, Supplement, 10 Dec.)

[An Act to establish the Seychelles Nurses and Midwives Council; to make provision for the registration of nurses and midwives, for their training, qualification and disciplinary control; to repeal the Midwives Act and the Nurses Registration Act.]

31/XII/1985 Employment Act 1985. No. 22 [LS 1985—Sey. 1]. (*ibid.*, 6 Jan. 1986)

[This Act consolidates and up-dates the laws relating to employment. It applies to any contract of employment for services (with exemptions possible) in the private sector and in the Seychelles Government. The Act concerns the registration of employers, workers and unemployed persons; recruitment for employment; contracts of employment; trainees and young workers; protection of wages; regulation of wages and conditions of employment; protection of employment; discipline; termination of contracts; administration; prosecutions and penalties. In appendices appear Schedule 1 regarding restrictions on termination of contract, lay-offs (redundancies), grievance procedures, etc.; Schedule 2 regarding filling of vacancies; Schedule 3 regarding disciplinary offences; Schedule 4 regarding the Industrial Relations Advisory Board; Schedule 5 regarding the National Manpower Development Board and Schedule 6 listing Outer Islands. The Act contains a variety of specific protections for workers, for example by limiting the circumstances under which employers may terminate workers' contracts of employment (including mandatory resort to negotiation procedures). A chapter entitled "miscellaneous provisions" regulates an aggrieved worker's right to appeal to the Minister, whose final decision may not, however, be challenged in any court. The Act calls for consultation with trade unions and employers' organisations before the Minister issues regulations regarding statutory wages (which set mandatory minima) and conditions of employment. Collective agreements which are consistent with the Act have effect if approved by the Minister. The Act also sets forth the powers of competent officers (labour inspection). In s. 95, it repeals 16 Acts concerning trade unions and various aspects of employment (domestic workers, employment of women, night work by women, wages and conditions, etc.). Entry into force 1 May 1986.]

29/I/1986 Social Security (Retirement Age) (Amendment) Regulations 1986. S.I. 17. (*ibid.*, 3 Feb.)

**SEYCHELLES (cont.)**

[Lower the age of retirement to 63 years, effective 1 Jan. 1986, and supersede Reg. 2 of the Social Security (Retirement Age) Regulations 1979, as amended.]

2/VI/1986 Employment Act (Exemption) Order 1986. S.I. No. 48.

[Minister of Manpower and Social Services Order exempting specified classes of persons from certain provisions of the Employment Act 1985. No. 22.]

2/VI/1986 The Employment Act (Conditions of Employment) Regulations. S.I. 49 of 1986. (op. cit., 9 June)

[The Regulations, issued under the Employment Act 1985 (Act No. 22) contain provisions relating to the following topics: working hours, rest periods, holidays, annual leave, education leave, sick leave, maternity leave, employment of children and young persons, maternity protection (ban on overtime and night work), employment of workers on outer islands (protection of wages, inter alia), deductions from wages, trainees and young workers, and offences and penalties.]

27/VIII/1986 Fisheries Act 1986. No. 5, (ibid., 15 Sep.)

[The Act revises and consolidates the laws relating to fisheries, many of which are thereby repealed. Part II deals with fisheries management; Part III provides for enforcement. Inter alia, the Act sets forth requirements for licences in respect to foreign fishing vessels. Entry into force 31 Mar. 1987.]

**SIERRA LEONE**

29/VIII/1985 Government Notice No. 499 containing a Directive by the President appointing a Commission to inquire into the general conditions of service of the public service, to study the existing salary and wage structures and to make recommendations. (*Sierra Leone Gazette*, Extraordinary, 2 Sep.)

6/X/1986 Government Notice No. 453 pursuant to the Commissions of Inquiry Act. (ibid., 6 Oct.)

[Establishes a Commission to examine the general conditions of service of the public service, the members of the teaching profession and the armed forces, with a view to recommending new structures, including a minimum wage and related matters.]

**SINGAPORE**

12/VI/1985 The Factories (Building Operations and Works of Engineering Construction) Regulations 1985. No. S 174. (*Government Gazette*, Subsidiary Legislation Supplement, 28 June).

[The Regulations cover the various aspects of safety in construction work and deal with the following matters in detail (in 286 ss. and six annexes): concrete work, structural steel and precast concrete assembly, the construction of roofs, catch platforms and boardings, safety belts and nets, runways and ramps, ladders, scaffolds, demolition, excavation and tunnelling works, material hoist and employees' lifts, cranes and derricks, piling, and the handling of explosives. Protective measures that must be observed are prescribed in respect of every risk and operation. A safety supervisor must be appointed on every worksite, and a safety committee established if more than 50 workers are employed. The Regulations, which lay down public policy, do not specify penalties for non-observance. The regulations were made by the Minister of Labour, under ss. 61 and 70 of the Factories Act 1973; they supersede the regulations of 1977 on the same subject.]

25/IX/1985 The Central Provident Fund (Construction Employees) (Revocation) Regulations 1985. No. S 275. (ibid., 4 Oct.)

[Cessation of applicability to Malaysia-domiciled construction workers of the Central Provident Fund (Construction Employees) Regulations.]

18/III/1986 Central Provident Fund (Government Employees) Regulations 1986. No. S 66. (ibid., 21 Mar.)

[Replaces the schedule indicating the contributions payable. Issued by the Minister of Labour under s. 45 (1) of the Central Provident Fund Act.]



**SINGAPORE (cont.)**

30/V/1986 Merchant Shipping (Safety Convention) (Amendment) Regulations 1986. No. S 139. (ibid., 6 June)

[Amends various sections of the Merchant Shipping (Safety Convention) Regulations 1984. Substitutes a new Ch. III concerning life-saving appliances and arrangements.]

2/IX/1986 The Port of Singapore Authority (Amendment) Act 1986. No. 25. (ibid., 12 Sep.)

[An Act to amend the Port of Singapore Authority Act (Ch. 173). In particular, amends that Act in regard to the power to prescribe manning requirements for harbour craft and to prescribe the standards of competence to be obtained by officers and crew of harbour craft (s. 22 of amendment Act). No non-exempt vessel may leave port without a port certificate (s. 24). Repeals ss. 337, 337A, 339, 340, 341, 352 and 343 of the Merchant Shipping Act (Ch. 172).]

5/IX/1986 The Pensions (Amendment) Regulations 1986. Government Notice No. S 236. (ibid.)

[Provides for compensation in lieu of a pension in cases of permanent total disablement from an injury received in the execution of duties by a police officer.]

5/IX/1986 The Pensions (Conversion to the Central Provident Fund Scheme) Regulations 1986. Government Notice No. S 237. (ibid.)

[Gives certain officers, in particular police and narcotics officers, the option to convert to the provident fund scheme applicable to non-pensionable employees of the Government under the Central Provident Fund Act. Government Notice No. S 238, directly following, excludes four schemes of service from the provisions of these Regulations.]

**SOUTH AFRICA**

30/VIII/1985 Government Notice No. R. 1887, made by virtue of the Workmen's Compensation Act 1941 [Act 30 of 1941: LS 1941—S.A. 2], as amended, to prescribe a scale of fees for medical aid. (*Government Gazette*, 30 Aug.)

[Fees set out in the schedule to the notice.]

20/IX/1985 Government Notice No. R. 2109 of Wage Determination No. 445, made by the Minister of Manpower pursuant to the Wage Act 1957 [LS 1957—S.A. 1], in respect of the wool, mohair, hides and skins trade. (ibid., 20 Sep.)

[The schedule specifies the areas, operations and classes of employees to which the wage determination applies. It contains provisions concerning rates of remuneration, hours of work, annual leave, sick leave, minimum age of employees, termination of contract of employment, etc.]

11/X/1985 Electrical Installation Regulations 1985. (ibid., 11 Oct.)

[No electrical installation work to be carried out except by duly qualified and registered persons. Provision for inspection. Penalties for offences.]

25/X/1985 Government Notice No. R. 2424: Exemption from the application of the Basic Conditions of Employment Act 1983 and Wage Act 1957. (ibid., 25 Oct.)

[The decision refers to the special work-creation programme announced in October 1985. Employers engaging persons in approved projects under the programme are exempted from compliance with the basic conditions of employment as regards minimum wages, annual and sick leave, piecework and commission work and termination of employment. The decision was taken by the Director-General for Manpower.]

1/XI/1985 Government Notice No. R. 2437: Regulations for the withdrawal of an exclusion made in terms of s. 2 (5) of the Unemployment Insurance Act 1966. (ibid., 1 Nov.)

[Regulations to the effect that married women teachers employed on a temporary basis will be regarded as contributors to the Unemployment Insurance Fund.]

8/XI/1985 Regulations No. R. 2531 for Wage Determination 446: Chemical and allied products industry, made under the Wage Act 1957. (ibid., 8 Nov.)

[The Regulations define various categories of workers and their tasks, and govern the rates and payment of their respective wages, hours of work, leave entitlements and other matters.]

29/XI/1985 Government Notice No. R. 2667: Regulations on illness benefits made under the Unemployment Insurance Act 1966. (ibid., 29 Nov.)

**SOUTH AFRICA (cont.)**

[A notice by the Minister of Labour to specify the illnesses and circumstances in respect of which an illness benefit may be paid under section 36 (1) (a) of the Unemployment Insurance Act 1966.]

10/III/1986 Public Service Amendment Act 1986. No. 22. (ibid., 10 Mar.)

[Amends ss. 6, 14 and 16 and adds s. 34A, containing provisions regarding organisational changes, transfer of offices and employees, discharge of officers, etc.]

24/III/1986 Unemployment Insurance Second Amendment Act 1986. No. 30. (ibid., 4 Apr.)

[Repeals s. 49 of the Unemployment Insurance Act No. 30 of 1966, and inserts s. 9A empowering the Director-General of Manpower in certain circumstances to raise loans for the unemployment insurance fund from private institutions and to abolish payment by the fund of the training expenses of a contributor.]

26/III/1986 Unemployment Insurance Amendment Act 1986. No. 27. (ibid., 26 Mar.)

[Various amendments to ss. 1, 4, 7, 10, 12, 27, 38, 54, 61 and addition of ss. 64G and 64H. Inter alia, contains definitions, extends period for appeal, increases certain fines, provides for payments in relation to unemployment insurance in KwaNdebele. Entry into force 1 Apr. 1986.]

4/IV/1986 Government Notice No. R. 647: Regulations in Terms of the Hazardous Substances Act 1973. Act 15 of 1973. (ibid., 4 Apr.)

[Amends reg. 14 of the regulations published by Government Notice No. 73 of 11 Jan. 1985, as amended, to provide for the regulations to come into operation on 10 July 1987.]

4/IV/1986 Government Notice No. R. 622: Regulations under the Social Pensions Act 1973. (ibid., 4 Apr.)

[Concerns taking income and other means into account in determining the amount of social pension to which a person is entitled. Replaces Reg. 14 of the Regulations published under Government Notice No. R. 140 of 1 Feb. 1974, as amended.]

13/V/1986 Proclamation No. 112 of 1986 regarding exemption of persons from provisions of the Group Areas Act. (ibid., 27 June)

[Exempts from the application of s. 26(1) of the Groups Areas Act (Act 36 of 1966) certain persons, including a bona fide employee (other than a domestic servant) of a person lawfully occupying land or premises while such employee is on duty. Disqualified persons are not permitted on the land or premises between 10 p.m. and 8 a.m. Entry into force on 1 July 1986.]

16/V/1986 Pension Regulations. Schedule of Amendment. Government Notice No. R. 908. (ibid., 16 May)

[Amends Reg. 23 (contributions to the Fund of members on leave or under suspension) of the Pension Regulations for Non-Whites (Government Notice No. R. 303 of 14 Feb. 1975) issued under the Railways and Harbours Pensions for Non-Whites Act 1974 (No. 43).]

12/VI/1986 Proclamation No. R. 108, 1986: Declaration of a State of Emergency. (ibid., 12 June)

12/VI/1986 Proclamation No. R. 109, 1986: Regulations in Terms of the Public Safety Act 1953. (ibid., 12 June)

[Regulations governing in particular the arrest and detention of persons; power of entry, search and seizure; statements and publications designated as subversive; offences and penalties.]

12/VI/1986 Rules made under Regulation 3(9) of the Regulations published by Proclamation R. 109 of 12 June 1986. Government Notice No. 1196. (ibid., 12 June)

[Rules governing persons detained under the Public Safety Act 1953 (in particular, s. 18 regarding performance of labour).]

17/VI/1986 Proclamation No. R. 110, 1986: Regulations in Terms of the Public Safety Act 1953. (ibid., 17 June)

[Amends the Regulations promulgated by Proclamation R. 109 of 12 June 1986.]

1/VIII/1986 Amendment of Regulations under the Public Safety Act 1953. Proclamation No. R. 140, 1986. (ibid., 1 Aug.)

[Amends, inter alia, Regulation 9 to refer in subregulation (1) to "any public disturbance, disorder, riot, public violence, strike or boycott, etc.".]

**SOUTH AFRICA (cont.)**

- 22/VIII/1986 Machinery and Occupational Safety Act 1983—General Administrative Regulations (Amendments). Government Notice No. R. 1757. (ibid., 22 Aug.)

[Amends the Regulations of 5 Oct. 1984 (Government Notice No. R. 2206). In particular, adds new regulations regarding notifiable substances listed in an attached Schedule and concerning the reporting of building work.]

- 10/IX/1986 Pension Laws Amendment Act 1986. No. 106. (ibid., 19 Sep.)

[Amends, inter alia, the Government Service Pension Act 1973, the General Pensions Act 1979 and the Temporary Employees Pension Fund Act 1979. Increases certain benefits and special awards payable in terms of the Occupational Diseases in Mines and Works Act 1973.]

- 12/IX/1986 Black Local Authorities Staff Regulations. Government Notice No. 1957. (ibid., 12 Sep.)

[Amends Government Notice No. 2568 of 25 Nov. 1983 regarding, inter alia, misconduct by municipal police officers. Misconduct includes joining in any mutiny, strike, riot or revolt and, if such an event takes place in his presence, failing to do his utmost to suppress it (Reg. 12). Inserts a new Reg. 13A regarding alternative procedures in cases of misconduct.]

- 19/IX/1986 Education Amendment Act (House of Delegates) 1986. No. 100. (ibid., 19 Sep.)

[Amends the Indians Education Act 1965. Provides, inter alia, for the establishment, maintenance and management of schools of industries and reform schools and extends the power of Minister of Education and Culture to make regulations. Other miscellaneous amendments.]

**SPAIN.**

- 27/IX/1985 Decision of the General Secretariat for Employment and Labour Relations to make rules concerning the membership and functioning of the Provincial Commissions of the General Council of Occupational Safety and Health. (*Boletín Oficial del Estado*, 7 Nov.)

[The provincial commissions are the agencies of the General Council of the National Occupational Safety and Health Institute through which provision is made for the participation of workers, employers and the authorities in the supervision of the Institute's operations at the provincial level.]

- 2/X/1985 Order of the Ministry of Labour and social Security amending s. 1 of the Order of 8 May 1977 and specifying the amounts of the administrative expenses and of the security guarantees to be provided by the employers' mutual insurance societies against industrial accidents. (ibid., 10 Oct.)

- 2/X/1985 Order amending section 6 (a) of the Order of 28 December 1966 [LS 1966—Sp. 3C] prescribing rules for the application and administration of family assistance benefits under the general social security scheme (ibid.)

[Assumption that family lives together.]

- 8/X/1985 Decision of the Directorate General on the legal rules governing social security, approving TC 1/8 and TC 2/8 concerning contributions in respect of actual days worked under the special agricultural scheme of the social security system. (ibid., 21 Oct.)

- 18/X/1985 Order declaring that certain classes of unemployed persons not in receipt of assistance are deemed eligible for financial benefits by reason of handicap. (ibid., 30 Oct.)

- 24/X/1985 Decision of the Directorate General of the Legal Administration of the Social Security System by which bullfighting enterprises are included in the special scheme of membership of and contributions to the Social Security System referred to in the Order of 17 June 1980. (ibid., 4 Nov.)

- 30/X/1985 Order to issue rules under the special accord on the Social Security System. (ibid., 12 Nov.)

[The Order provides that persons participating in the special accord—whose purpose is to cover benefits in respect of permanent invalidity or death, the effects of sickness or injuries sustained outside work, retirement pensions and social services—will, under the conditions and within the limits prescribed, be covered by the social security scheme in question.]

## SPAIN (cont.)

- 4/XII/1985 Royal Decree No. 2273/1985, to adopt the regulations governing the special employment centres provided for under s. 42 of Act No. 13 of 7 April 1982 on the social integration of disabled persons [LS 1982—Sp. 1.] (ibid., 9 Dec.)

[The main objectives of the special employment centres in question are to perform productive work, participate in market operations, and to provide remunerated employment and the necessary benefits to handicapped workers. The regulations lay down the conditions governing the establishment, qualification and registration of such centres in terms of their management, financing and control.]

- 4/XII/1985 Royal Decree No. 2274/1985, to regulate vocational centres for disabled persons. (ibid.)

[The vocational centres were established under Act No. 13 of 7 April 1982, on the social integration of handicapped persons, which was published in the *Legislative Series* (LS 1982—Sp. 1). The Royal Decree defines such vocational centres as an adequate system for the purposes of overcoming such obstacles as handicapped persons may encounter in their integration into a working environment if their handicap prevents them from joining an undertaking or a special employment centre. It prescribes the nature and mode of financing of the vocational centres as well as the minimum requirements which they must satisfy.]

- 4/XII/1985 Royal Decree No. 2347/1985 to extend s. 57 of the Workers' Charter [LS 1980—Sp. 1 . . . 1984—Sp. 1], on violations committed by employers in labour matters. (ibid., 18 Dec.)

[A Royal Decree to define the concept of a labour-related violation, and to qualify and rate such violations in terms of the penalties to be applied. It partly supersedes Decree No. 1870 of 27 July 1968 which regulated the employment of foreigners and immigration, and basic Decree No. 799 of 3 April 1971 on provincial labour delegations.]

- 4/XII/1985 Royal Decree No. 2615 to adopt the regulations governing provident bodies. (ibid., 15 Jan., 1986)

- 18/XII/1985 Royal Decree No. 2364 to regulate entitlement to supplementary family benefits for dependent children in the event of a decrease in the income of beneficiaries under the Social Security Scheme. (ibid., 21 Dec.)

[Supplementary family benefits are similar in nature to the periodic dependent-child allowance which they supplement. Beneficiaries include pensioners, persons in receipt of benefits for temporary disability, rehabilitation or unemployment, and unemployed persons in receipt of health assistance benefits.]

- 7/I/1986 Act No. 1 to establish the General Council for Vocational Training. (ibid., 10 Jan.)

[The Council established under the Act is attached to the Ministry of Labour and Social Security. Some of its tasks will be to work out and propose to the Government a national vocational training programme, monitor its implementation and to propose measures for the improvement of vocational guidance. The Act does away with the vocational training co-ordination board which had been established under Act No. 14 of 4 August 1970—a general Act on education and the financing of educational reform.]

- 8/I/1986 Act No. 4 to provide for the transfer of accumulated trade union assets. (ibid., 14 Jan.; errata: ibid., 12 Feb.)

[This Act is an attempt to solve two major problems that have arisen in Spain since the country's return to freedom of association and trade union pluralism, namely the problem of the ownership of assets and entitlements of the former Trade Union Organisation and other trade union bodies and the historical problem created by the confiscation of assets of democratic trade union organisations at the time of the Spanish Civil War. The Act provides that ownership of the various assets should be vested solely in the State but that they should not be regarded en bloc as public property. Rather, they will be set aside for use by workers' trade union and employers' associations on a pro rata basis according to their size, as provided in Basic Act No. 11/1985 concerning freedom of association (L.S. 1985—Sp. 1). The Act institutes a special procedure under administrative law for the transfer of assets; legally, they will be limited, free of charge and tied to a specific purpose, namely that for which they were originally intended. In this context, the explanatory memorandum preceding the Act refers to the decisions taken by the ILO Committee on Freedom of Association and especially to Case No. 900. The assets will be managed by a committee set up under the Ministry of Labour and Social Security and consisting of representatives of the Government and the most representative trade union organisations and employers' associations. The Act also provides for the assets confiscated at the time of the Civil

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War to be returned to the trade union organisations. For this purpose there will be two criteria: first, that the organisation concerned will have to prove that it is the legitimate successor of the union whose assets were confiscated and second, that only the assets actually confiscated will be returned. If it is impossible to return them, either because they have passed into other hands or because they have disappeared or undergone substantial changes, the State will pay an equivalent sum in compensation to the unions concerned.]

10/I/1986 Royal Decree No. 97 to make regulations under para. 1.7 of the ninth additional provision of Act No. 30 of 2 August 1984, on the establishment of a Central Body of Labour and Social Security Inspectors. (*ibid.*, 24 Jan.)

28/I/1986 Order No. 2687 for the development of standards regarding contributions to social insurance, unemployment insurance, and the wage guarantee and vocational training fund, contained in Royal Decree Nos. 2475 of 27 December 1985 and 102 of 10 January 1986. (*ibid.*, 1 Feb.)

[Deals with the contributions to the general scheme, to the special scheme for agriculture and to the special scheme of social security for independent or self-employed workers. In particular, fixes the monthly bases for contributions and the monthly rates for various occupational categories.]

10/II/1986 Royal Decree No. 497, to amend ss. 10, 13 and 28.3 of Decree No. 2530 of 20 August 1970, to regulate the special scheme covering self-employed workers. (*ibid.*, 12 Mar.)

10/II/1986 Royal Decree No. 337 to regulate the procedure governing State recognition of fishery organisations and associations. (*ibid.*, 19 Feb.)

10/II/1986 Royal Decree No. 341 to regulate enrolment in the labour inspection corps, as set up under Part III of the ninth additional provision of Act No. 30 of 2 August 1984. (*ibid.*, 20 Feb.; errata, *ibid.*, 11 Mar.)

[The Act in question provides measures for the reform of the civil service; it establishes the labour inspection corps as an administrative body in charge of labour and social security inspection.]

12/II/1986 Decision of the General Administration of the legal division of the social security service to set standards for adherence to the special agreement covering workers over 55 years of age in receipt of unemployment benefits and eligible for the payment of old-age benefits. (*ibid.*, 21 Feb.)

14/II/1986 Order concerning the collection of fixed contributions under the special agricultural scheme, and the payment of regular family protection allowances, on the basis of their deduction from the amount of the contributions to be paid. (*ibid.*, 25 Feb.)

20/II/1986 Order to amend certain sections of the Order of 31 July 1985, issued in accordance with the agreement of the Council of Ministers approving the basic elements of the national plan for vocational training and integration and the regulation of the vocational training courses offered by the centres working with INEM. (*ibid.*, 27 Feb.)

21/II/1986 Order to set up various programmes in support of job creation. (*ibid.*)

21/II/1986 Royal Decree No. 555, to make provision for the mandatory preparation of an occupational safety and health study in connection with plans for public works and construction projects. (*ibid.*, 21 Mar.)

[The Decree makes it incumbent upon the prime contractor to conduct a study on health and safety conditions as an integral part of the plans for any undertaking in the construction sector or public works. This requirement applies in respect of projects involving at least 50 workers, whose budget is 100 million pesetas or more, as well as underground work such as tunnelling, pipelines and ditches. The health and safety study in question must include a description of the procedures and equipment to be used, and the protective measures and sanitary measures provided for, as well as an evaluation of the financial implications of such measures. The cost of the health and safety measures must be taken into account in the overall budget of the project, under a separate heading. The granting of building permits will be subject to the submission of a health and safety study. In addition, a special register must be kept at the construction site to record any non-observance of the preventive instructions and recommendations contained in the health and safety plan. Persons responsible for infringements shall, subject to a recommendation by the Labour Inspectorate, be liable to the penalties set out under s. 57 of the Workers' Charter (L.S. 1980—Sp. 1 . . . 1984—Sp. 1).]

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28/II/1986 Order to regulate assistance in support of internal migration. (*ibid.*, 11 Mar.)

[The Order is a follow-up to the Order of 12 Mar. 1985, Part VI of which provided for the establishment of a scheme in support of internal migration as a means of promoting employment. Under the new Order, unemployed persons registered with employment agencies, who, having been offered a job elsewhere, move from their traditional place of residence are eligible for assistance, in the form of direct financial help (reimbursement of travel or removal expenses) and social assistance (accommodation, nursery facilities, health and welfare assistance). This Order supersedes s. 18 of the Order of 12 Mar. 1985.]

14/III/1986 Royal Decree No. 1, to provide for urgent measures in respect of administrative, financial, fiscal and labour matters. (*ibid.*, 26 Mar.)

[The Decree provides for a number of urgent measures to be adopted, particularly in respect of economic and fiscal matters, as a result of Spain's accession to the EEC. It also contains partial amendments to ss. 34 and 35 of the Workers' Charter (L.S. 1980—Sp. 1 . . . 1984—Sp. 1) respecting hours of work. The maximum number of hours of annual overtime is reduced from 100 to 80; the restrictions on daily and monthly hours of work, as prescribed in the Charter, are lifted with a view to promoting a system of flexible working hours. To that end, the Decree also provides for hours of overtime to be compensated with additional periods of rest.]

19/III/1986 Order to prescribe supplemental standards for the extension and application of Royal Decree No. 3255, of 21 December 1983, approving the Miners' Charter [LS 1983—Sp. 2] in terms of health and safety. (*ibid.*, 22 Apr.)

20/III/1986 Order to approve certain supplemental technical instructions pertaining to chapters IV, V, IX and X of the general regulations governing the basic standards of safety in mining. (*ibid.*, 11 Apr.)

[The Order supplements the general regulations governing safety in mining, with detailed technical instructions on underground work (shafts, extraction machinery, skips, ventilation, etc.), electrical installations and explosives.]

31/III/1986 Order to amend section 13, concerning the preventive medical examination of workers, of the Order of 31 October 1984, to regulate operations involving risks due to exposure to asbestos. (*ibid.*, 22 Apr.)

8/IV/1986 Decision to order the publication of the agreement confirming Royal Decree No. 1 of 14 March 1986, providing for urgent measures in respect of administrative, financial, fiscal and labour matters. (*ibid.*, 15 Apr.)

8/IV/1986 Order to amend section 20 of the Order of 3 April 1973 regulating the special scheme covering collieries. (*ibid.*)

[Section 20 deals with the amount of the pensions payable in respect of total or significant invalidity at the time of retirement.]

9/IV/1986 Order to approve the regulations governing risk prevention and the protection of workers' health in respect of the presence of metallic lead, and its ionic components in the working environment. (*ibid.*, 24 Apr.)

[Entry into operation six months after the date of its official publication.]

9/IV/1986 Order to approve the regulations governing risk prevention and health protection in the event of the presence of monomeric vinyl chloride in the working environment. (*ibid.*, 6 May)

25/IV/1986 General Act No. 14 to regulate health matters. (*ibid.*, 29 Apr.)

[The purpose of the Act is to set up an integrated national health scheme by overcoming the shortcomings and dispersion referred to in the statement of purpose. It draws a dividing line between the responsibilities of the public services and those of private practitioners. Its scope of application extends to occupational health.]

25/IV/1986 Royal Decree No. 996 to regulate the signing of the Special Convention regarding emigrants and their children. (*ibid.*, 26 May)

[S. 1: "Spanish emigrants and their children who have Spanish nationality, and who work in countries not having signed a Social Security Agreement or Convention with Spain or not covering any or all of the benefits in respect of retirement, invalidity, death and survivors, may be included in the scope of the application of the General Social Security System by means of the

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signing of the Special Convention governed by this Royal Decree. This is so irrespective of whether these persons were previously affiliated with the Spanish Social Security system. They remain covered by the system and are considered as having the above-described entitlements.”]

## 25/IV/1986 Act No. 15 regarding workers' corporations. (ibid., 30 Apr.)

[The Act creates a new type of corporation (limited liability company), in which the workers directly employed by the company hold at least 51 per cent of the capital (s. 1). The corporation must be registered as a “workers' corporation” (s. 4) and must use the initials “S.A.L.” (*Sociedad Anónima Laboral*) (s. 3). Nominal shares are divided into two classes if there are both worker shareholders and non-worker shareholders (s. 6). No shareholder may hold more than 25 per cent of the capital, except for public bodies which may subscribe up to 49 per cent of the capital not held by the workers (s. 5). The Act governs the subscription and transfer of workers' shares (s. 8) as well as the valuing of those shares (s. 9). A worker shareholder leaving the corporation must, unless exempted, transfer his or her shares (s. 10). The S.A.L. enjoy a preferential tax status, particularly in the cases of raising and increasing capital and the issuing of loans (s. 20). To the extent that no express provision of the present law applies, S.A.L.s are governed by the rules applicable to regular corporations (s. 2).]

## 25/IV/1986 Royal Decree No. 1033 to establish the Registry of Bodies engaging in Social Action Activities. (ibid., 29 May)

[The bodies to be included in the Registry are those whose purpose is to engage in social action programmes in the fields of family and child welfare, assistance to women in cases of need, welfare for the aged and the handicapped, welfare and development of ethnic minorities, refugees and exiles, etc.]

## 29/IV/1986 Order to amend the Order of 23 November 1981, providing for the establishment of a special administrative status for basic general education, applicable in respect of the centres for adult continuing education. (ibid., 1 May)

## 7/V/1986 Decision of the Secretary-General of Social Security to establish an overall payment of special benefits corresponding to the subsidies contained in Royal Decree No. 383 of 1 February 1984, irrespective of the time subsidies have been received. (ibid., 10 June)

[Deals with the special benefits of minimum income guarantee subsidies and of subsidies for assistance to a third person.]

## 9/V/1986 Royal Decree No. 1328 concerning the organisation of collection methods by the executive branch in the field of social security. (ibid., 2 July; errata: ibid., 2 Aug.)

[Issued in accordance with Act No. 40 of 5 July 1980 regarding inspection and collection of social security, s. 14 of which charges the Government with the task of approving the procedures for covering debts to the social security system which are in the process of being collected.]

## 23/V/1986 Royal Decree No. 2 concerning public services of loading and unloading vessels. (ibid., 27 May)

[Title IV: Placement and engagement of port workers. Title V: Special labour relations of port stevedores. Repeals the Ordinance concerning port stevedores approved by the Order of 29 Mar. 1974.]

## 26/V/1986 Royal Decree No. 1119 to approve Regulations implementing Basic Act No. 7 of 1 July 1985 respecting the rights and freedoms of foreigners in Spain. (ibid., 12 June)

[The text consists of the implementing regulations of Basic Act No. 7 regarding the rights of freedoms of foreigners in Spain. It states the conditions and means for effecting foreigners' entry, residence and establishment, as well as their departure and expulsion. Chap. III deals with employment, labour and establishment. Its provisions are applicable to workers employed on their own account or employed by others, all of whom must obtain the appropriate work permit to engage in their activities (s. 33). The granting of a residence visa is subject to having a valid work authorisation (s. 7(3)). The regulations establish six categories of work permits: seasonal workers (permit A), permanent wage earners (B or C), independent workers (D or E) and those who commute over a border to work (F). The conditions for granting or refusing a permit, along with the rights and obligations corresponding to each category, are set forth in detail in the regulations. They also ensure equality of treatment between foreign and Spanish workers in regard to conditions of work and wages, whether determined by law or collective agreement (s. 32), as well as equal protection by the labour inspectorate (s. 78). Recognition is given to

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foreigners' rights of association (s. 71) and of assembly (s. 70). The Decree indicates what constitutes an infraction and sets the applicable penalties, fines in particular (s. 76). The provisions of the decree are special administrative measures for purposes of the Act of 17 July 1958 respecting administrative procedures. The Decree repeals eleven prior regulations. The application of treaties to which Spain is a party, in particular those of the European Communities, is expressly reserved.]

- 26/V/1986 Royal Decree No. 1099 respecting the entry, residence and work in Spain by citizens of member States of the European Communities. (*ibid.*, 11 June)

[This Royal Decree is a regulation implementing Basic Act No. 7 of 1985. It brings into force the necessary modalities to apply, as from the date of Spain's adhesion to the European Communities, the provisions of the Communities' directives and decisions regarding the rights of citizens of the member States of the Communities to enter and to reside in Spain in order to engage in activities, wage-earning or otherwise, which fall within the protections contained in Arts. 48, 52 and 59 of the EEC Treaty. The text indicates the formalities for obtaining a residence permit. Workers engaged by others must present copies of a contract of employment or a work certificate (s. 9(2) (a)), and those working on their own account must present documents verifying the nature of their activity (s. 9(2) (b)). The Royal Decree calls for transitory arrangements in accordance with the provisions of Arts. 56 and 59 of the Act of Adhesion to the European Communities by Spain, which involve granting work permits and residence permits valid for 5 years, in particular for workers from member States of the European Communities who were regularly employed, on a permanent basis, in Spain at the time of her adhesion to the EEC. This text repeals four previous regulations.]

- 26/V/1986 Royal Decree No. 1667 to regulate the assignments and powers of officials and the exercise of the post of labour inspectors within the Labour and Social Security Inspectorate. (*ibid.*, 8 Aug.)

- 30/V/1986 Order to amend the Order of 23 December 1971 regarding social security protection for Spanish emigrants for accidents incurred during their emigration travel. (*ibid.*, 9 June)

[Recognises protection against accidents or illnesses experienced during travel when leaving or returning to the national territory, when the emigrant is not protected against the risks of occupational accident and illness by the country of immigration.]

- 6/VI/1986 Royal Decree No. 1458 to establish the structure of the National Employment Institute. (*ibid.*, 16 July; errata: *ibid.*, 30 Aug.)

[The functions of the National Employment Institute, which is an independent administrative organ connected to the Ministry of Labour and Social Security, are: to organise public and non-fee-charging employment services with a view to providing better development and use of resources; to aid workers in finding a job and to assist firms in engaging workers; to promote workers' training, in line with employment policy; to manage and supervise unemployment benefits, subsidies and other forms of assistance for the development and protection of jobs, etc. The Royal Decree repeals, in particular, Royal Decree 1314 of 18 June 1982 regarding the organisation and functions of the National Employment Institute.]

- 13/VI/1986 Royal Decree No. 1256 to establish the National Commission on Trade Union Elections. (*ibid.*, 27 June; errata: *ibid.*, 14 Aug.)

[This Commission, attached to the General Labour Directorate of the Ministry of Labour and Social Security, has the following competences: to adopt understandings concerning the period for computing the results of elections of workers' representatives, in accordance with the Basic Act on freedom of association (LS 1985—Sp. 2); announce the overall election results; and draw up reports and proposals in regard to elections. It is to be composed of 13 representatives of the most representative trade union organisations, 13 representatives of the most representative employers' organisations and 13 representatives of the Administration, named by the Minister of Labour and Social Security. The Commission takes the place of the General Commission on Mediation, Arbitration and Conciliation provided for by Royal Decree No. 530 of 1985.]

- 13/VI/1986 Royal Decree No. 1311 regarding standards for the conducting of elections to bodies representing workers at the level of the undertaking (*ibid.*, 1 July)

[This Royal Decree is issued within the framework of the regulations called for under Title II of the Workers' Charter (published in the *Legislative Series* as LS 1980—Sp. 1, 1984—Sp. 1). Title II governs the workers' rights to collective representation and to assembly at the undertaking level as rights inherent to each worker, with the freedom to join or refrain from joining a trade union. The present decree clarifies certain aspects of the electoral procedures and develops



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matters regarding, inter alia, reasons for which elections may be called, roll of workers, the workplace, operation of election boards, voting by post, computation and validation of electoral results, etc. It also contains provisions governing certain sectors with special electoral processes, such as the merchant marine and fishing. The Decree provides various model forms, etc.]

- 19/VI/1986 Order governing the special registry of funds for the promotion of employment and for their accounting and oversight by the National Employment Institute. (ibid., 2 July)

[Calls for a special registry in which the statutes of funds for the promotion of employment shall be inscribed, and sets forth their formal and compositional requirements.]

- 28/VI/1986 Royal Decree No. 1809 to amend the regulations governing work involving social co-operation, as contained in Royal Decree No. 1445 of 29 June 1982. (ibid., 6 Sep.)

[Amends ss. 38 and 39 of the Royal Decree of 1982 governing various measures to promote employment, which was published in the *Legislative Series* as LS 1982—Sp. 2.]

- 2/VII/1986 Decision of the General Directorate of the General Social Security Fund regarding the social security contribution rates during the receipt of unemployment benefits and assistance equivalent to early retirement by workers affected by measures involving industrial reconversion (established in Royal Decree No. 1990 of 1984 and Order of 31 July 1985 concerning the development of such measures). (ibid., 9 July)

[Deals with additional contributions from funds for employment promotion to the social security system in respect of contributions made by the National Employment Institute during the payment of unemployment benefits, centralised income from additional rates for employment promotion funds, rates in certain special situations, etc.]

- 20/VIII/1986 Decision of the General Secretariat for Social Security to consider applicable the Order of 18 February 1981 to retired emigrants and their family members who return temporarily to Spain. (ibid., 30 Aug.)

[The Order referred to deals with Spanish emigrants who return to their national territory subscribing to the Agreement regarding health assistance.]

- 10/IX/1986 Order No. 24579 to amend section 6 of the Order of 18 April 1983 regarding conditions of embarkation. (ibid., 17 Sep.)

[S. 6 deals with the number of days spent on board special boats for purposes of obtaining certain certificates.]

- 20/IX/1986 Order No. 27015 to establish a model for the registry of instances of the types of work for which it is mandatory to perform an occupational safety and health study. (ibid., 13 Oct.)

- 6/X/1986 Order No. 26727 to set forth the requirements which are to be met and the data to be provided in relation to the announcement of initiating or resuming activities at workplaces. (ibid., 8 Oct.; errata: ibid., 31 Oct.)

[Issued in accordance with Royal Legislative Decree No. 1 of 14 Mar. 1986 as urgent measures of an administrative, financial, fiscal and labour character, which established, inter alia, means for simplifying the administrative procedures in regard to firms so as, in particular, to eliminate prior administrative authorisation for opening a place of work or resuming work during significant remodeling, expansion or changes.]

- 28/XI/1986 Order respecting the payment of pensions and subsidies owed and still unpaid. (ibid., 11 Nov.)

**SRI LANKA**

- 21/XI/1985 Maternity Benefits (Amendment) Act. No. 43.

[Repeals and replaces various sections of the Maternity Benefits Ordinance, as last amended by Act No. 52 of 1981, regarding period of leave, period for which benefits must be paid, and notice to the employer.]

**SWAZILAND**

- Regulation of Wages (Manufacturing and Processing Industry) Order 1985 made under the Wages Act 1964. (*Government Gazette*, 6 Sep.)

**SWAZILAND (cont.)**

[Contains a detailed descriptive list of occupations and regulates wage rates and terms of employment, including hours of work, overtime, piece work, leave.]

- Regulation of Wages (Forestry and Forest Industry) Order 1985, made under the Wages Act 1964. (ibid.)

[Contains a detailed descriptive list of occupations and regulates wage rates and terms of employment.]

- 13/VI/1985 The Regulation of Wages (Mining and Quarrying Industries) Order 1985. (ibid., 25 Oct.)

[Made under s. 11 of the Wages Act 1964.]

- 1/VII/1985 The Regulation of Wages (Hotel and Catering Trades) Order 1985. (ibid., 20 Sep.)

[Made under s. 11 of the Wages Act 1964.]

**SWEDEN**

- 5/XI/1985 Ordinance to amend the Labour Market Order (No. 368 of 1966). (*Svensk Författningssamling*, No. 966)

[The new statute contains numerous amendments. A consolidated version of the 1966 Ordinance is annexed; the basic statute was published in the *Legislative Series* (LS 1977—Swe. 1).]

- 7/XI/1985 Ordinance to amend the Working Environment Ordinance (No. 1166 of 1977). (ibid., No. 853)

[Amends s. 15 (supervision).]

- 23/I/1986 Order No. 2 of the National Board of Occupational Safety and Health laying down provisions on asbestos and General Recommendations of the National Board of Occupational Safety and Health for the implementation of these provisions. (*Arbetskyddsstyrelsens Författningssamling*, 23 Jan.)

[Supersedes Order No. 23 of 17 Dec. 1981 on the same subject. Issued under the Working Environment Act (LS 1977—Swe. 4).]

- 6/II/1986 An Act to amend the Working Environment Act (No. 1160 of 1977) [LS 1977—Swe. 4]. (*Svensk Författningssamling*, No. 55)

[Sec. 2 (commune supervision officers) of Ch. 7 to lapse from the end of 1986.]

- 6/II/1986 An Act to amend the Hours of Work Act (No. 673 of 1982) [LS 1982—Swe. 2]. (ibid., No. 56)

[Amends s. 20 (supervision).]

- 11/II/1986 An Act to amend the Public Employment Act (No. 600 of 1976). (ibid., No. 50)

[Amends s. 1 of Ch. 13, ss. 6 and 8 of Ch. 14 and s. 7 of Ch. 16.]

- 20/III/1986 An Act to amend the Public Insurance Act (No. 381 of 1962). (ibid., No. 140)

- 20/III/1986 An Act to amend the Act (No. 84 of 1979) [LS 1979—Swe. 1] respecting insurance for a partial pension. (ibid., No. 144)

[Amends ss. 17 and 20.]

- 20/III/1986 An Act to amend the Act (No. 989 of 1984) respecting social insurance in time of war or danger of war. (ibid., No. 148)

[Amends s. 7.]

- 3/IV/1986 An Act to amend the Public Insurance Act (No. 381 of 1962). (ibid., No. 162)

[The Act contains many amendments to the Public Insurance Act which was published in the *Legislative Series* (1973—Swe. 5 (consolidation), 1976—Swe. 3B).]

- 3/IV/1986 An Act to amend the Annual Leave Act (No. 480 of 1977) [LS 1977—Swe. 2]. (ibid., No. 164)

[Amends s. 17.]

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- 15/V/1986 An Act to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (consolidation), 1976—Swe. 3B]. (ibid., No. 242)  
[Amends ss. 2 and 3 of Ch. 10.]
- 15/V/1986 An Act to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (consolidation), 1976—Swe. 3B]. (ibid., No. 247)  
[Amends s. 6 of Ch. 4 and inserts a new s. 5a in Ch. 3.]
- 15/V/1986 An Act to amend the Act (No. 162 of 1986) to amend the Public Insurance Act (No. 381 of 1962) [LS 1973—Swe. 5 (consolidation), 1976—Swe. 3B]. (ibid., No. 248)  
[Amends s. 5 of Ch. 3 of the 1962 Act.]
- 15/V/1986 Ordinance to amend the Ordinance (No. 733 of 1985) respecting voluntary sickness benefit insurance with the public insurance funds. (ibid., No. 249)  
[Amends s. 5.]
- 22/V/1986 Ordinance respecting compensation for illness or injury contracted or sustained abroad. (ibid., No. 259)  
[Covers contingencies of disability and death involving workers whose remuneration is fixed by or in consultation with the Government.]
- 5/VI/1986 Ordinance to amend the Order (No. 602 of 1972) to provide for the hours of work in road transport, and for other purposes. (ibid., No. 375)  
[Amends ss. 8, 13 to 16, 18 and 19.]
- 5/VI/1986 Act respecting extended child allowances. (ibid., No. 378)  
[Payable in respect of children attending school after reaching the age of 16 years.]
- 5/VI/1986 An Act to amend the Act (No. 529 of 1947) [LS 1947—Swe. 4A] respecting ordinary child allowances. (ibid., No. 379)  
[Amends ss. 2b, 7 and 19 and repeals s. 6.]
- 5/VI/1986 An Act to amend the Act (No. 529 of 1947) [LS 1947—Swe. 4A] respecting ordinary child allowances. (ibid., No. 382)  
[Amends ss. 1 to 3.]
- 5/VI/1986 An Act to amend the Act (No. 378 of 1986) respecting extended child allowances. (ibid., No. 383)  
[Amends ss. 1 and 3.]
- 5/VI/1986 An Act to amend the Public Insurance Act (No. 381 of 1962) [SL 1973—Swe. 5 (consolidation), 1976—Swe. 3B]. (ibid., No. 384)  
[Amends ss. 6 and 7 of Ch. 4.]
- 5/VI/1986 Ordinance respecting child allowances. (ibid., No. 386)  
[Repeals Order No. 452 of 1973 on the same subject.]
- 5/VI/1986 An Act to amend the Unemployment Insurance Act (No. 370 of 1973) [LS 1973—Swe. 2]. (ibid., No. 409)  
[Amends ss. 7 and 20 in relation to time during which a person has been on various types of leave or pursuing labour market training.]
- 5/VI/1986 An Act to amend the Act (No. 371 of 1973) [LS 1973—Swe. 3] respecting cash employment market assistance. (ibid., No. 410)  
[Amends ss. 7 and 9 in regard to cash benefits for persons who have undergone labour market training.]
- 5/VI/1986 Ordinance to issue instructions for the employment market service. (ibid., No. 411)  
[Repeals Ordinance No. 667 of 1965 on the same subject.]
- 5/VI/1986 Ordinance to amend the Employment Market Order (No. 368 of 1966) [LS 1977—Swe. 1 (consolidation)]. (ibid., No. 413)

**SWEDEN (cont.)**

[Numerous amendments concerning in particular labour market training and training allowance reimbursements.]

5/VI/1986 Ordinance respecting recruitment subsidies. (*ibid.*, No. 414)

[Payable by the State to employers recruiting persons who have been unemployed for a long period of time or jobseekers who are otherwise difficult to place.]

5/VI/1986 Ordinance to amend the Ordinance (No. 518 of 1984) respecting subsidies towards employment market training within the undertaking. (*ibid.*, No. 415)

[Amends ss. 3, 12, 14, 21, 22, 24 and 25, in respect to vocational training for certain categories of employees.]

5/VI/1986 Ordinance to amend the Ordinance (No. 803 of 1984) respecting equality in public employment. (*ibid.*, No. 452)

[Amends s. 5 regarding recruitment for certain jobs and tasks, in relation to correcting imbalances between the numbers of men and women performing them. Reproduces the consolidated text of the Ordinance.]

**SWITZERLAND**

28/VIII/1985 Ordinance concerning the rights of supplemental institutions for social welfare—(*Recueil des lois fédérales-Sammlung der eidgenössischen Gesetze*, 3 Sep.)

[Under the 1982 Act on social welfare, employers are required to contribute to a provident scheme. This ordinance provides for non-compliance with that requirement by employers, by stipulating that a supplemental institution will settle the amounts that should have been paid to workers; the employer at fault will have to pay the supplemental institution a contributory surcharge by way of damages. The Ordinance also provides for cases of employer insolvency.]

10/XII/1985 Order of the Federal Department for Internal Affairs to amend Ordinance 5 of the Federal Department for Internal Affairs concerning sickness insurance and the fixing of minimum collective insurance contributions. (*ibid.*, 21 Jan.)

[Entered into force on 1 Jan. 1986.]

16/XII/1985 Order of the Federal Council on the Ordinance concerning the guaranteed income of federal personnel. (*ibid.*)

[Repeals the Ordinance of 16 Jan. 1985 on the same subject, and entered into force on 1 Jan. 1986.]

**SYRIAN ARAB REPUBLIC**

6/XI/1985 Order No. 3462 of the Chairman of the Council of Ministers. (*Al-jarida al-rasmiya*, 20 Nov.)

[Order issued in terms of s. 14 of the Act governing state employees, No. 1 of 1985, to lay down the rules and conditions governing the application of the said section.]

25/I/1986 Decree No. 18 concerning the bonus corresponding to the type of work. (*ibid.*, 12 Feb.)

[Issued in accordance with Act No. 1 of 2 Jan. 1985 concerning the rules governing employees of the State.]

26/I/1986 Decree No. 22 concerning the rules applicable to the rendering of services. (*ibid.*)

[Applies to employees of the State. Issued in accordance with Act No. 1 of 1985 concerning the rules governing employees of the State, and in particular s. 40.]

27/I/1986 Decree No. 25 relative to the granting of a specialisation bonus. (*ibid.*)

[Issued in accordance with Act No. 1 of 2 Jan. 1985. Determines the conditions for granting this bonus to Government personnel.]

17/V/1986 Decision No. 1582 of the Chairman of the Council of Ministers containing regulations regarding the performance of labour by workers. (*Recueil des lois et de la Législation financière*, 6 July)

**SYRIAN ARAB REPUBLIC (cont.)**

[Governs the alternating of periods of work and rest, including those for young persons of 15 to 18 years of age.]

- 17/V/1986 Decision No. 1582 of 17 May 1986 issued by the President of the Council of Ministers, governing the hours of work and rest periods designed to permit workers to rest and to eat their meals. (*Al-jarida al-rasmiya*, 4 June)

[Decision taken in accordance with the provisions of s. 42 (d) of Act No. 1 of 1985 concerning rules governing employees of the State.]

**TANZANIA, UNITED REPUBLIC OF**

- 12/X/1985 Pay Roll Levy Act 1985. No. 12. (*Gazette of the United Republic of Tanzania*, Acts Supplement, 8 Nov.)

[An Act to provide for the imposition of a payroll levy of 4 per cent on employers; to repeal the Workers' and Farmers' Housing Development Fund (Financing and Management) Act 1974, and for other purposes.]

- 12/XII/1985 Government Notice No. 464: Disabled Persons (Employment) Regulations 1985. (*ibid.*, 20 Dec.)

[Defines the eligibility and registration requirements for disabled persons under the Disabled Persons Employment Act 1982 (No. 2 of 1982). Reserves for them 2 per cent of the vacancies in vocational training centres (s. 8(2)) and requires every registered employer to employ registered disabled persons so as to constitute at least 2 per cent of the employees (s. 10(1)). Includes schedules showing the towns and districts to which the Regulation applies and the registration forms to be used.]

- 12/XII/1985 Government Notice No. 465: Disabled Persons (Care and Maintenance) Regulations 1983. (*ibid.*, 30 Dec.)

[Sets up registration procedures for disabled persons under the Disabled Persons (Care and Maintenance Act 1982, No. 3) and defines minimum standards in regard to the maintenance of settlements for them.]

**THAILAND**

- 10/IX/1985 Notification of the Ministry of the Interior concerning safety in construction work in construction areas. (*Royal Thai Government Gazette*, 30 Oct.)

[The Notification stipulates that fences must be put up around construction sites, and that signs must be posted to indicate danger areas; it also provides for the prohibition of entering, and living on, construction sites outside working hours.]

- 11/III/1986 Notification of the Ministry of Interior regarding categories and sizes of business and the localities where employers shall pay contributions to the compensation fund. No. 12. (*ibid.*, 10 June)

**TOGO**

- 6/XI/1985 Interministerial Order No. 25/MCT/MEF governing maritime traffic in Togo. (*Journal officiel*, 16 Feb.)

**TRINIDAD AND TOBAGO**

- 27/XI/1985 Retrenchment and Severance Benefits Act 1985. No. 32.

[The Act prescribes the procedure to be followed by employers in the event of the redundancy of five or more workers, including consultations with the trade union and procedures for the settlement of disputes. It also provides for entitlement to redundancy compensation in the absence of collective bargaining provisions to that effect, or where such provisions prove to be insufficient. In certain matters it refers to the Industrial Relations Act, published in the *Legislative Series* (LS 1972—Trin. 1).]

**TRINIDAD AND TOBAGO (cont.)**

3/XII/1985 Professions related to Medicine Act 1985. No. 35.

[Provides for the establishment of a Council, Boards and a disciplinary Committee for certain professions related to medicine (physiotherapists, radiographers, medical laboratory technicians, nutritionists and dieticians, therapists, medical/psychiatric social workers).]

26/I/1986 Copyright Regulations 1986. Legal Notice No. 28.

[Issued under the Copyright Act 1985. (No. 13).]

**TUNISIA**

28/III/1986 Decree No. 86-433, to make provisions for protection against ionising radiation. (*Journal officiel*, 11 Apr.)

1/IX/1986 Act No. 86-86 to change the structure of the social security scheme. (*ibid.*, 12 Sep.)

[This Act governs the functioning and the purposes of the social security funds, as well as those of the rental housing promotion society. That society, financed by resources of the social security scheme, has as its aim the construction of housing and other buildings to let.]

**UNITED KINGDOM**

16/I/1985 The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985. (*ibid.*, No. 2023)

[These Regulations replace the Notification of Accidents and Dangerous Occurrences Regulations 1980. They require certain persons to keep records and to report accidents at work to the Department of Health and Social Security. The new Regulations go further than the 1980 Regulations in extending the requirement for keeping records to gas suppliers, in increasing the number of types of injury at work which are reportable, in requiring the reporting of injuries sustained by certain trainees and in empowering the Health and Safety Executive to require certain further information. The Regulations repeal ss. 82 and 140 (1) (c) of the Factories Act 1961, published in the *Legislative Series* (LS 1961—UK 1), and 13 other instruments. Commencement: 1 April 1986.]

22/VII/1985 Social Security Act 1985. Ch. 53.

[The Act is divided into three main parts, namely occupational pensions, social security and statutory sick pay. It contains many fragmentary amendments. Its provisions on social security cover, inter alia, dockworkers, invalidity allowances, retirement pensions and unemployment benefits. The Act vests the Secretary of State with powers to amend the Vaccine Damage Payments Act 1979 and the Pneumoconiosis, etc. (Workers' Compensation) Act 1979. It provides for the extension of the pension scheme to the members of horserace organisations. The Act contains partial amendments to ten earlier statutes; the most significant amendments relate to the Social Security Act 1975, the Social Security Pensions Act 1975, and the Social Security and Housing Benefits Act 1982.]

31/VII/1985 The Social Security (Industrial Injuries) (Prescribed Diseases) Regulations 1985. (*Statutory Instruments*, No. 967)

[The regulations define the occupational diseases that are recognised as such; these are listed in Schedule I, together with the occupations for which they are prescribed. On the basis of the relation between the disease and the type of occupation, the regulations establish a presumption that, unless there is evidence to the contrary, the disease is due to the nature of employment. Part III deals with the date of the onset of the disease, and its recrudescence. Certain diseases such as pneumoconiosis and occupational deafness are subject to special provisions. The regulations lay down the conditions governing the affected worker's entitlement to compensation, and provisions as to medical examination. The regulations were made by the Secretary of State for Social Services under the Social Security Act 1975. They consolidate Regulations No. 377 of 1980, and the subsequent amendments on the subject; they revoke and supersede nine sets of regulations introduced since 1980. The main difference between the 1980 regulations and this statute is the deletion, in the latter, of Part V of the 1980 regulations (procedure for determination of claims and questions) which has been incorporated into Part IX of the Social Security (Adjudication) Regulations 1984.]

**UNITED KINGDOM (cont.)**

19/XII/1985 The Pneumoconiosis (Workers' Compensation) (Payment of Claims) Regulations 1985. (ibid., No. 2035)

[Regulations governing payments to disabled persons (or their dependants), under the Pneumoconiosis (Workers' Compensation) Act 1979, as amended by the Social Security Act 1985. Came into operation on 1 Jan. 1986.]

20/XII/1985 The Asbestos Products (Safety) Regulations 1985. (ibid., No. 2042)

[Regulations prohibit the supplying of asbestos minerals and products except for research and development or analysis, and provide (in a schedule) for the labelling of products containing asbestos, such as torque converters or intermediate brake bands, which are permitted subject to certain conditions.]

13/II/1986 The Merchant Shipping (Medical Stores) Regulations 1986. (ibid., No. 144)

[Regulations concerning safety on board ships (except fishing vessels and pleasure craft), providing for an obligation to carry appropriate medical supplies on sea voyages.]

11/III/1986 The Statutory Sick Pay (General) Amendment Regulations 1986. (ibid., No. 477)

[Amendments to the Statutory Sick Pay (General) Regulations 1982, concerning entitlement to sick pay and duties of employers in that respect.]

18/VI/1986 Occupational Pension Scheme (Disclosure of Information) Regulations 1986. (ibid., No. 1046)

[Issued by the Secretary of State for Social Services under, inter alia, the Social Security Pensions Act 1975 (Ch. 60). Specify the information that the trustees of occupational pension schemes are to make available to certain persons. Reg. 10 provides that any question as to the recognition of a trade union for purposes of collective bargaining in relation to the members of a scheme shall be referred to an industrial tribunal. Reg. 12 amends the Occupational Pension Schemes (Transfer Values) Regulations 1985 (S.I. 1985/1931).]

25/VI/1986 The Merchant Shipping (Life-Saving Appliances) Regulations 1986. (ibid., No. 1066)

[Issued by the Secretary of State for Transport under the Merchant Shipping Act 1979.]

26/VI/1986 Safety at Sea Act 1986. Ch. 23.

[An Act to promote the safety of fishing and other vessels at sea and the persons in them. In particular, s. 7 addresses training in safety matters.]

8/VII/1986 Disabled Persons (Services, Consultation and Representation) Act 1986. Ch. 33.

[An Act to provide for improved effectiveness of, and co-ordination of resources in, the provision of services for people with a mental or physical handicap and people with a mental illness, among other purposes.]

23/VII/1986 Supplementary Benefit (Requirements and Resources) Miscellaneous Amendment Regulations 1986. (*Statutory Instruments*, No. 1293)

[Further amend the Supplementary Benefit (Requirements) Regulations 1983 and the Supplementary Benefit (Resources) Regulations 1981 to make provision for students.]

24/VII/1986 Job Release Act 1977 (Continuation) Order 1986. (ibid., No. 1291)

[Continues in force until 29 Sept. 1987 s. 1 of the Act, which would otherwise have ceased to have effect on 29 Sept. 1986. That section provides for temporary allowances to persons approaching pensionable age, under scheme to create job vacancies.]

25/VII/1986 Insolvency Act 1986. Chapter 45.

[This Act consolidates the enactments relating to insolvency and winding up of companies (including those that are not insolvent, and unregistered companies) and insolvency and bankruptcy of individuals. It contains provisions regarding, inter alia, the power to make over assets to employees (s. 187) and preferential debts (ss. 386–387). Schedule 6 appended to the Act lists the categories of preferential debts. Social security contributions are category 3; contributions to occupational pension schemes make up category 4; and remuneration, etc., of employees constitutes category 5. The Schedule sections entitled "Interpretation for category 5" specify that remuneration includes: a guarantee payment under s. 12(1) and the Employment Protection (Consolidation) Act 1978; payments for time off for trade union duties, ante-natal care or looking for work under that Act; redundancy compensation awarded under s. 101 of the Employment Protection Act 1975; remuneration payable to a person on sick leave or holiday leave; and accrued holiday remuneration.]

**UNITED KINGDOM (cont.)****25/VII/1986 Wages Act 1986. Ch. 48.**

[Part I of the Act relates to the protection of workers in relation to the payment of wages. It restricts the circumstances in which an employer may make deductions from wages. In s. 11, it repeals the enactments listed in Schedule 1 to the Act, which imposed restrictions in relation to the payment of wages in cash to manual and other workers (including ss. 135 and 135A of the Factories Act 1961, Ch. 34 (LS 1961—UK 1). Part II of the new Act limits the scope of operation of Wage Councils created under the Wage Councils Act 1979, which ceases to have effect. They may now fix wages only of workers over the age of 21. Schedule 2 contains fresh rules for the constitution of Wage Councils. The new enactment also contains, inter alia, provisions regarding piece work as well as record-keeping requirements in connection with enforcement. Part III places limits on redundancy rebates to employers with fewer than ten employees. In Part IV, the scope of application of the Act is stated and varying dates for entry into force for different sections are given. In all, six Schedules are attached.]

**25/VII/1986 Dockyard Services Act 1986. Ch. 52.**

[This Act governs any arrangements that may be made for the provision by contractors of certain dockyard services. It declares the Transfer of Undertakings (Protection of Employment Regulations 1981) applicable to dockyard undertakings, subject to special conditions (s. 1 (4)). Under the Act, representatives of independent recognised trade unions shall be informed of the transfer, its legal, economic and social implications for the employees, and any measures envisaged to be taken on their behalf by the employer and/or the Secretary of State. If the Secretary envisages taking measures, consultations with trade union representatives shall take place (s. 1 (8)). The trade union may bring court action alleging the Secretary's failure to fulfil his duty in this regard (s. 2). Other miscellaneous provisions.]

**26/VII/1986 Social Security Act 1986. Ch. 50.**

[This Act makes provision in relation to personal pension schemes and amends the law relating to social security in various respects. It abolishes maternity pay under the Employment Protection (Consolidation) Act 1978 (LS 1984—UK 1A (Consolidation)) and provides for the winding-up of the Maternity Pay Fund. Sections 46 to 50 and Schedule 4 contain provisions relating to a new scheme for statutory maternity pay. The Act also amends the Social Security Pensions Act 1975 in relation to the contracting-out of schemes which provide money-purchase benefits. Under the new Act, entitlements to the state earnings-related pensions scheme will be reduced, as will pensions payable under it to widows and widowers, as from April 2000. Employees are also to be allowed, as from 1988, to opt out of that scheme or their employer's pension scheme and take out a personal pension instead. Sections 23, 43 and 44 relate to income support and unemployment benefits in relation to trade disputes. Section 39 and Schedule 3 address benefits in relation to industrial injuries and diseases. The Act includes a number of miscellaneous provisions and repeals all or part of 42 Acts, including ss. 92 (3) and (4), 99 (1) and Schedule 23 of the Social Security Act 1973 (LS 1973—UK 2) and s. 40 (2) and (4) of the Employment Protection Act 1975 (LS 1975—UK 2).]

**31/VII/1986 Nurses, Midwives and Health Visitors (Periodic Registration) Amendment Rules Approval Order 1986. (Statutory Instruments, No. 1345)****5/VIII/1986 Social Security (Industrial Injuries and Adjudication) Miscellaneous Amendments Regulations 1986. (ibid., No. 1374)****5/VIII/1986 Social Security (Unemployment Benefit) and Supplementary Benefit Amendment Regulations 1986. (ibid., No. 1375)****7/VIII/1986 Transport Act 1985 (Extension of Eligibility for Travel Concessions) Order 1986. (ibid., No. 1385)**

[This Order extends the categories of persons eligible to receive travel concessions to include those with various handicaps.]

**4/IX/1986 The Mobility Allowance Amendment Regulations 1986. (ibid., No. 1541)**

[Miscellaneous amendments to the Mobility Allowance Regulations 1975 and the Social Security (Adjudication) Regulations 1984.]

**4/IX/1986 The Social Security Benefit (Persons Abroad) Amendment (No. 2) Regulations 1986. (ibid., No. 1545)**

[Amends the Social Security Benefit (Persons Abroad) Regulations 1975 in relation to invalidity benefit in cases of industrial injury.]



**UNITED KINGDOM (cont.)**

- 3/X/1986 The Contracting-out (Requisite Benefits—Consequential Provisions) Regulations 1986. (ibid., No. 1716)

[Issued in relation to s. 8 of the Social Security Act 1986 in regard to the contracting-out of an occupational pension scheme. In such cases, the scheme need no longer provide requisite benefits as such, but must still provide guaranteed minimum pensions.]

- 3/X/1986 The Occupational Pension Schemes (Disclosure of Information) (Amendment) Regulations 1986. (ibid., No. 1717)

[Miscellaneous amendments to the Occupational Pension Schemes (Disclosure of Information) Regulations 1986.]

- 3/X/1986 The Occupational Pension Schemes (Managers) Regulations 1986. (ibid., No. 1718)

[These Regulations make provision as to identifying a manager of an occupational pension scheme which is a public service pension scheme, in relation to the responsibility for disclosure.]

- 13/X/1986 The Social Security (Claims and Payments) Amendment Regulations 1986. (ibid., No. 1772)

[Further amend Reg. 13 of the Social Security (Claims and Payments) Regulations 1979, principally with regard to a claim for unemployment benefit in relation to certain holidays.]

**England and Wales**

- 3/II/1986 The Remuneration of Teachers (Further Education) (Amendment) Order 1986. (*Statutory Instruments*, No. 176)

[Amendments to the salary scales and other provisions for determining the remuneration of teachers in further education establishments paid by local authorities.]

**Falkland Islands (Malvinas)**

- 24/XII/1985 Co-operative Societies Ordinance. No. 15. (*Falkland Islands Gazette*, 31 Dec.)

[For co-operative societies, regulates, inter alia, registration, duties and privileges, members' rights and liabilities, property and funds, audit and inspection, dissolution and settlement of disputes.]

**Gibraltar**

- 31/X/1985 Factories (Shipbuilding and Shiprepairing) Regulations. Legal Notice No. 114 of 1985. (*Gibraltar Gazette*, 31 Oct.)

[Safety regulations applicable to harbour installations and ships in Gibraltar.]

- 29/V/1986 Conditions of Employment (Licensed Non-Residential Establishments) Order 1986. L.N. No. 54. (ibid., 29 May)

[Sets forth minimum weekly remuneration and overtime rates of pay, maximum working hours and maximum deductions from wages for food, drink and lodging for workers employed in any licensed non-residential establishment (caterers, bars, cafes, etc.). Issued under s. 36 of the Employment Ordinance.]

**Great Britain**

- 1/IX/1986 Electrically Operated Lifts (EEC Requirements) Regulations 1986. (*Statutory Instruments*, No. 1500)

[Implement Council Directives 84/528/EEC and 84/529/EEC, as amended. Provide, inter alia, for EEC inspections in Great Britain.]

**Guernsey**

- 8/VII/1986 Merchant Shipping (Distress Signals and Prevention of Collisions) (Guernsey) Order 1986. (ibid., No. 1163)

**Guernsey (cont.)**

[Applies the Merchant Shipping (Distress Signals and Prevention of Collisions) Regulations 1983, with modifications, to the Bailiwick of Guernsey, in respect to masters and seamen employed in ships registered there.]

**Hong Kong**

- 19/XII/1985 Employment (Amendment) Ordinance 1985. No. 76. (*Hong Kong Government Gazette*, 20 Dec., Legal Supplement No. 1)

[The Ordinance supplements the Employment Ordinance 1968 with a new Part VB and two schedules, providing for long service payments on separation. The amount of the payment depends on the worker's age and length of service. For example, an employee over 40 years of age who has been employed on a continuous basis for five to ten years will be entitled to compensation equivalent to two-thirds of his or her last monthly wage; such compensation will be payable only to persons who are not otherwise eligible for severance pay. The Ordinance of 1968 was published in the *Legislative Series* (LS 1968—H.K. 1, 1970—H.K. 1).]

- 14/IV/1986 Merchant Shipping (Safety) Ordinance (Amendment of schedule) Order 1986. L.N. 107. (*ibid.*, 25 Apr., Legal Supplement No. 2)

[Makes the United Kingdom Merchant Shipping (Protective Clothing and Equipment) Regulations 1985 applicable to Hong Kong.]

- 24/IV/1986 An Ordinance to amend the Pneumoconiosis (Compensation) Ordinance. No. 15 (*ibid.*, Legal Supplement No. 1)

[Amends ss. 14, 17 and 24 of the Ordinance, in relation to payments to dependants when a person suffering from pneumoconiosis dies from another cause.]

- 3/VII/1986 Shipping and Port Control (Amendment) Ordinance 1986. No. 36 (*ibid.*, 4 July)

[Various amendments regarding certificates of competency and the granting of exemptions.]

**Northern Ireland**

- 23/VI/1986 The Companies (Northern Ireland) Order 1986. (*Statutory Instruments*, No. 1032)

[Various aspects of law governing private companies, inter alia, the definition of an employees' share scheme (s. 11) and the power to make over assets to employees in cases of winding up (s. 610). The appended Schedules include Schedule 18 regarding preference among creditors in winding up (social security debts, debts to and in respect of employees, etc.).]

**Turks and Caicos Islands**

- 28/VI/1985 The Employees Accident Compensation Ordinance 1985. No. 8. (Printed separately, 33 p.)

[Covers accidents occurring in various circumstances (travelling to work, etc.) and the payment of compensation therefore, including employers liability, various forms of incapacity, notice of accident, claims, medical examination, agreement as to compensation.]

**UNITED STATES**

- 25/VII/1985 Text of 42 CFR Part 51a—Project grants for maternal and child health. (*Federal Register*, 5 Mar.)

[Provides rules for funding projects under the maternal and child health services set-aside programme established by Title VI of the Social Security Act (LS 1939—USA 2, 1948—USA 1A, 1950—USA 2, 1952—USA 1), as amended.]

- 9/IX/1985 Amendments to 20 CFR Part 404—Final Rules on social security benefits; coverage of employees of private nonprofit organisations working outside United States, etc. (*U.S. Code Congressional and Administrative News*, Oct.)

[Provides for coverage of employees of private non-profit organisations, additional coverage for work performed outside United States, coverage for certain "foreign-earned income", special coverage for employment and self-employment considered "covered" (for purposes of Title II of the Social Security Act) by an agreement between the United States and another country.]

## UNITED STATES (cont.)

- 25/IX/1985 Amendment to 29 CFR Part 1960—Final rule made by the Occupational Safety and Health Administration of the Department of Labor to revise the method of recording injuries and illnesses occurring to Federal employees while on official time. (*Federal Register*, 2 Oct.)

[The effect of the revision is to simplify reporting.]

- 1/X/1985 Amendment to 20 CFR Part 1910—Final rule made by the Occupational Safety and Health Administration of the Department of Labor to prescribe new provisions concerning the labelling of containers containing ethylene oxide. (*ibid.*, 11 Oct.)

[The object of the rule is to prevent excessive exposure of employees to this substance.]

- 9/X/1985 Amendment to 49 CFR Part 173—Final rule made by the Research and Special Programs Administration of the Department of Transportation to prescribe the qualifications of personnel who load and unload consignments of radioactive materials and to specify limitations of levels of radiation. (*ibid.*, 16 Oct.)

- 12/XI/1985 Amendment to 42 CFR Part 405—Final rule made by the Health Care Financing Administration of the Department of Health and Human Services to amend earlier rules concerning payment of certain expenses for health care and services provided to employed persons between the ages of 65 and 69 and their spouses between the ages of 65 and 69 years. (*ibid.*, 11 Oct.)

- 9/XII/1985 Veterans' Compensation Rate Increase and Job Training Amendments of 1985. Public Law 99-238, 99th Congress, H.R. 1538. (*Congressional Record—Daily Digest*, 19 Dec.)

- 23/XII/1985 Text of 22 CFR Parts 60 to 65—Department of State Regulations 108.846 concerning South Africa and Fair Labor Standards. (*Federal Register*, 31 Dec.)

[These Regulations, which are in line with the United States policy of "constructive engagement", require United States firms in South Africa to take good faith measures to implement fair labour standards and to report to the Department of State in this regard. Fair labour standards are defined as desegregating the races in each employment facility, providing equal employment opportunity for all employees without regard to race or ethnic origin, assuring that the pay system is applied to all employees without regard to race or ethnic origin, establishing an appropriate minimum living wage and salary structure, increasing by appropriate means the number of persons who are disadvantaged by the apartheid system in managerial, supervisory, administrative, clerical and technical jobs, taking steps to improve the quality of employees' lives outside the work environment with respect to housing, transportation, schooling, recreation and health, and recognising the right of all employees to self-organisation and to form, join or assist labour organisations freely and without penalty or reprisal, as well as the right to refrain from such activity. The Regulations apply to United States nationals who employ at least 25 individuals in South Africa, or who own or control more than 50 per cent of the outstanding voting securities of a foreign subsidiary or other entity that employs at least that number, or who controls in fact (as further defined) any other foreign entity employing that number. These United States nationals are required to register, to maintain records regarding fair labour practices, and to report annually to the Department of State regarding the implementation of the principles. Bona fide participants subscribing to the voluntary Sullivan Code and filing reports thereunder are exempt from the requirement of submitting a separate detailed annual report. The Office of Southern African Affairs of the Department of State is to prepare an overall annual report concerning the implementation of the general policies and reporting requirements. In cases of non-adherence, the Regulations provide that no United States department or agency may intercede with any foreign government regarding export marketing activity (promoting sales, participating in trade fairs, etc.). Failure to comply the reporting and registration requirements (only) is subject to a civil penalty involving a fine of up to US \$ 10,000, or up to 50,000 in cases of wilful violation (this does not apply to financing of exports by the Export-Import Bank to South Africa). An Appendix contains examples of fair labour practices. The Regulations implement Executive Order 12532 of 9 Sept. 1985 (*Federal Register*, p. 36861 et seq.) under the authority of s. 203 of the International Emergency Economic Powers Act (50 USC 1701).]

- 23/XII/1985 Federal Employees Flexible and Compressed Work Schedules Act of 1982, Permanent Authority Act. Public Law 99-196, 99th Congress, H.R. 1534. (*U.S. Code Congressional and Administrative News*, February)

[Converts the temporary authority to allow Federal employees to work on a flexible or compressed schedule, under Title 5 of the U.S. Code, into permanent authority, by repealing s. 5 of the 1982 Act.]

**UNITED STATES (cont.)**

- 15/I/1986 Revised text of 20 CFR Parts 234, 237 and 238—Railroad Retirement Board. (*Federal Register*, 23 Jan.)

[Amends regulations covering lump-sum death payment, annuities due but unpaid at death, residual lump-sum payment, and lump-sum refund payment under the Railroad Retirement Acts of 1937 (LS 1937—USA 3A) and 1974.]

- 17/I/1986 Revised text of 5 CFR Part 1200—Merit Systems Protection Board. (*ibid.*, 27 Jan.)

[Provides a revised statement of the Board's organisation and functions with regard to the civil service and other merit systems.]

- 24/I/1986 Text of 34 CFR Parts 369 and 376—Department of Education Regulations concerning handicapped youth. (*ibid.*, 30 Jan.)

[Final Regulations concerning special projects and demonstrations for providing transitional rehabilitation services to handicapped youth. Indicate kinds of job training projects supported, application requirements and selection criteria.]

- 10/II/1986 Revised text of 20 CFR Part 404—Social security benefits; payments to divorced spouses. (*ibid.*, 8 Apr.)

[Rules issued by the Social Security Administration of the Department of Health and Human Services regarding paying a wife's or a husband's benefits to the divorced spouse of an eligible worker who has not yet become entitled to his or her old-age benefit.]

- 14/II/1986 Revised text of 45 CFR Parts 201, 205, 206, 225, 232, 233, 234, 235 and 237—Aid to families with dependent children adult assistance programmes. (*ibid.*, 18 Mar.)

[Regulations introduce increased procedural flexibility for the State grantors and provide rules as to how to treat certain income of recipients. In instances of mismanagement of a grant, permits direct payments to landlords for the shelter portion of the grant. Issued by the Social Security Administration of the Department of Health and Human Services.]

- 27/II/1986 Federal Employees Benefits Improvement Act of 1986. Public Law 99-251, 99th Congress, H.R. 4061. (*U.S. Code Congressional and Administrative News*, April)

[Amends the Federal Employees' Health Benefits Act (5 U.S. Code s. 890 et seq.) to allow rebates of health insurance premiums to be paid by insurance carriers to federal annuitants as well as to current employees. Expands the class of individuals eligible for refunds or other returns from contributions. Other miscellaneous amendments relating to the Civil Service Retirement System and the Federal Employees Health Benefits Program.]

- 3/III/1986 Revised text of 5 CFR Part 551—Pay administration under the Fair Labour Standards Act. (*Federal Register*, 4 Mar.)

[Defines exemptions for certain federal employees under the Fair Labour Standards Act, as amended (LS 1966—USA 1).]

- 6/III/1986 Revised text of 20 CFR Part 10—Claims for medical benefits under the Federal Employees' Compensation Act. (*ibid.*, 10 Mar.)

[Sets forth procedures for submitting bills for medical services provided to Federal employees under the Federal Employees' Compensation Act, and establishes limits for fees for medical procedures and services. Issued by the Office of Workers' Compensation Programs of the Department of Labour.]

- 10/III/1986 Revised text of 5 CFR Parts 293, 300, 335, 430, 451, 531, 532 and 771—Performance management system. (*ibid.*, 11 Mar.)

[Governs performance appraisal and award systems for various categories of Federal employees, with the aim of insuring consistency in treatment for all. Covers, inter alia, promotions and incentive awards. Issued by the Office of Personnel Management. Effective date: 10 Apr. 1986.]

- 14/III/1986 Revised text of 42 CFR Part 435—Medicaid programme; treatment of social security cost-of-living increases for individuals who lose supplemental security income eligibility. (*ibid.*, 10 Apr.)

[Issued by the Health Care Financing Administration of the Department of Health and Human Services.]

## UNITED STATES (cont.)

- 19/III/1986 Revised text of 20 CFR Part 404—Social security; cost of living increases; delayed retirement credits; and maximum family benefits. (*ibid.*, 14 Apr.)

[Concerns various measures taken pursuant to the Social Security Amendments of 1983 and the Deficit Reduction Act of 1984.]

- 8/IV/1986 Text of 20 CFR Part 295—Payments pursuant to court decree or court-approved property settlement. (*ibid.*, 16 Apr.)

[New part provides that the Railroad Retirement Board must comply with a court decree of divorce, annulment or legal separation, or a court-approved settlement in relation thereto, which characterises specified benefits as property to divide between the spouses. Implements s. 419 of Public Law 98-76 (97 Stat. 438), which amended s. 14 of the Railroad Retirement Act (LS 1935—USA 3A; 1937—USA 3A).]

- 9/IV/1986 Revised text of 7 CFR Part 251—Temporary emergency food assistance programme. (*ibid.*)

[Sets forth rules regarding availability of commodities, eligibility of needy persons to receive them, distribution and storage, etc.]

- 15/IV/1986 Revised text of 38 CFR Part 21—Vocational rehabilitation and education; amendments to the Veterans' Job Training Act. (*ibid.*, 2 May)

[Reflects the Amendments to the Veterans' Job Training Act of 1983 (Public Law 98-77) made by the Veterans' Compensation Rate Increase and Job Training Amendments of 1985 (Public Law 99-238).]

- 24/IV/1986 Corrected texts of 20 CFR Parts 404 and 416 regarding social security benefits. (*ibid.*, 30 Apr.)

[Corrects the final rules published in the Federal Register of 6 Dec. 1985 (p. 50118 and 50068) and of 14 Apr. 1986 (p. 12600).]

- 24/IV/1986 Health Services Amendments Act of 1986. Public Law 99-280, 99th Congress, S. 1282. (*U.S. Code Congressional and Administrative News*, June)

[Revises and extends primary health care assistance programmes.]

- 14/V/1986 Amendments to 7 CFR Parts 271, 272, 273, 274, 276, 279 and 285; Food Stamp Program. (*Federal Register*, 21 May)

[The amendments implement various provisions of the Food Security Act of 1985 (Public Law 99-198) concerning, inter alia, eligibility of participants in the Job Training Partnership Act Program.]

- 19/V/1986 Miscellaneous changes to laws affecting the Coast Guard. Public Law 99-307, 99th Congress, H.R. 739. (*U.S. Code Congressional and Administrative News*, July)

[Inter alia, introduces a new s. 11112 to 46 U.S. Code to provide for masters to obtain liens to collect their wages.]

- 23/V/1986 Protection and Advocacy for Mentally Ill Individuals Act of 1986. Public Law 99-319, 99th Congress, S. 974. (*ibid.*)

[Purposes of the Act: to ensure the protection of the rights of mentally ill individuals and to assist States in establishing and operating a protection and advocacy system for them. Title I addresses the establishment of such systems. Title II is a restatement of the Bill of Rights for Mental Health Patients as previously stated in the Mental Health System Act. Title III and IV cover interpretation and family support groups for Alzheimer's disease patients, respectively.]

- 28/V/1986 Amendments to 38 CFR Parts 17 and 21—Medical care for veterans receiving vocational training; vocational rehabilitation. (*Federal Register*, 29 May)

[Adds two new regulatory provisions which were necessitated by the Veterans' Benefits Improvement Act of 1984 (Public Law 98-543).]

- 6/VI/1986 Federal Employees' Retirement System Act of 1986. Public Law 99-335, 99th Congress, H.R. 2672. (*U.S. Code Congressional and Administrative News*, July)

[The Act establishes a new retirement and disability plan which is co-ordinated with the Social Security Act (LS 1939—USA 2), as amended, for Federal employees, postal employees and

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Members of Congress. The Act is also designed to enhance the portability of retirement assets earned as a Federal employee and to provide those employees with options for retirement planning. It extends protection from disability to additional Federal employees and increases protection for those covered. Title I of the Act (new Chap. 84 of Title 5 of the U.S. Code) contains provisions regarding the basic annuity and thrift savings plan, survivor annuities, disability benefit and the Federal Retirement Thrift Investment Management System. It also includes general and administrative provisions (e.g. cost-of-living adjustments). Titles II to VII of the Act contain other amendments in relation to, inter alia, the Civil Service Retirement System and appropriations.]

- 17/VI/1986 Amendment to 29 CFR Parts 1910 and 1926; Occupational Exposure to Asbestos, Tremolite, Anthophyllite and Actinolite. (*Federal Register*, 20 June)

[This new standard reduces the permissible exposure limit of 0.2 fibres per cubic centimeter of air, determined as an eight-hour time-weighted average airborne concentration. It applies to all workers covered by the Occupational Safety and Health Act of 1970 (LS 1970—USA 1) who are exposed to asbestos, tremolite, anthophyllite and/or actinolite. Separate standards tailored to differing conditions have been issued for general industry (including the maritime sector) and for construction. Inter alia, the standard provides for methods of compliance, personal protective equipment, employee monitoring, medical surveillance, communication of hazards to employees and recordkeeping. Entry into force 21 July 1986.]

- 25/VI/1986 Amendment to 5 CFR Part 550—Adjustment of work schedules for religious observances. (*ibid.*, 25 June)

[Adopts as final the Federal Office of Personnel Management interim rules on the subject, which were published on 6 Oct. 1978 (*Federal Register*, p. 46288).]

- 27/VI/1986 Amendment to 20 CFR Part 655—Labor certification process for the temporary employment of aliens in the United States. (*ibid.*, 2 July)

[Issued by the Department of Labor in conjunction with the temporary employment of non-immigrant alien agricultural workers.]

- 27/VI/1986 Correction to 29 CFR 1910.1043—Occupational exposure to cotton dust. (*ibid.*, 3 July)

[Various substantive and minor corrections to the rule which appeared in the *Federal Register* on 13 Dec. 1985 (p. 51120).]

- 2/VII/1986 Revised text of 29 CFR Part 1926—Electrical Standards for Construction. (*ibid.*, 11 July)

[The revision is intended to clarify and update the standards. Issued under the Occupational Safety and Health Act (LS 1970—U.S. 1). Effective date: 9 Oct. 1986.]

- 4/VIII/1986 Education of the Deaf Act of 1986. Public Law 99-371, 99th Congress, S. 1874. (*U.S. Code Congressional and Administrative News*, Sep.)

[An Act to authorise quality educational programmes for deaf persons, to foster improved education programmes for them, to re-enact and codify certain provisions of law on the subject, and for other purposes.]

- 5/VIII/1986 Handicapped Children's Protection Act of 1986. Public Law 99-372, 99th Congress, S. 415. (*ibid.*)

[Amends the Education of the Handicapped Act to provide, inter alia, that it does not limit the rights, procedures and remedies available under the Constitution, Title V of the Rehabilitation Act of 1973 or other federal statutes protecting the rights of handicapped children and youth.]

- 8/VIII/1986 Amendments to 29 CFR Part 1620: The Equal Pay Act; Interpretations. (*Federal Register*, 20 Aug.; errata; *ibid.*, 15 Sep.)

[These amendments are the final interpretation of the Equal Employment Opportunity Commission regarding the Equal Pay Act (see Fair Labor Standards Act (consolidation), LS 1966—USA 1). Inter alia, they delineate the basic applicability of the Act and define wages, wage rates, and equal work, in addition to various key jurisdictional terms. They provide guide-lines on evaluating the equality of jobs, especially in relation to skill, effort and responsibility. The new Regulations prohibit discrimination with regard to fringe benefits for men and women

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performing equal work. Other provisions govern certain defences, measures to remedy violations and the relationship of the Act to other equal pay and labour laws as well as to Title VII of the Civil Rights Act (LS 1964—USA 1 (Extracts), 1972—USA 1).]

- 15/VIII/1986 Amendment to 40 CFR Part 61: National Emission Standards for Hazardous Air Pollutants; Standards for Radon-222 Emissions from Licensed Uranium Mill Tailings. (ibid., 24 Sep.)

[Adds new Subpart W which requires, inter alia, improved work practices for the disposal of newly generated tailings, subject to exemptions.]

- 22/VIII/1986 Final Guide-lines for the Health Assessment of Suspect Developmental Toxicants. (ibid.)

[The Guide-lines, issued by the Environmental Protection Agency, relate to evaluating potential toxicity affecting development of embryos and fetuses which is associated with human exposure to environmental toxicants.]

- 22/VIII/1986 Final Guide-lines for carcinogen risk assessment. (ibid.)

[Issued by the Environmental Protection Agency, the Guide-lines address hazard identification, exposure assessment and related matters, and weighing evidence of carcinogenicity from human and animal studies.]

- 22/VIII/1986 Final Guide-lines for Mutagenicity Risk Assessment. (ibid.)

[The Guide-lines were issued by the Environmental Protection Agency for assessing, by means of hazard identification and quantitative assessment of exposure and related matters, whether a chemical agent is capable of inducing transmitted genetic changes.]

- 22/VIII/1986 Final Guide-lines for Health Risk Assessment of Chemical Mixtures. (ibid.)

[The Guide-lines, issued by the Environmental Protection Agency, present approaches for evaluating data on the chronic and subchronic health effects of exposure to chemical mixtures.]

- 22/VIII/1986 Final Guide-lines for Estimating Exposures. (ibid.)

[These Guide-lines, issued by the Environmental Protection Agency, provide a general approach and framework for carrying out human or nonhuman exposure assessments for specified pollutants. Workers at a factory and/or at the site of disposal of chemicals may serve in the definition of appropriate population characteristics.]

- 11/IX/1986 Revised text of 29 CFR Part 1910: Commercial Diving Standard. (ibid., 18 Sep.)

[Technical amendments to the commercial diving standard, 29 CFR 1910.430. Issued under the Occupational Safety and Health Act of 1970 (LS 1970—USA 1).]

- 15/IX/1986 Executive Order 12564: Drug-Free Federal Workplace. (ibid., 17 Sep.)

[Inter alia, this Executive Order requires federal employees to refrain from using illegal drugs, whether on or off duty. It calls upon the head of each agency to establish a policy and a programme to test for the use of illegal drugs by employees in sensitive positions (as defined in the Order), other employees under certain circumstances, as well as any applicant for employment. Agencies shall, in addition to taking any appropriate personnel action, refer a drug-using employee to an assistance programme for counseling and to treatment or rehabilitation, as appropriate. Any action to discipline an employee shall be taken in compliance with otherwise applicable procedures, including the Civil Service Reform Act.]

- 15/IX/1986 Amended text of 29 CFR Part 1910: Health and Safety Standards; Accident Prevention Tags. (ibid., 19 Sep.)

[Amends standards for accident prevention tags, in relation to the temporary marking of workplace hazards, including in particular biological hazards. Effective 3 Nov. 1986.]

- 15/IX/1986 Amendment to 13 CFR Part 124: Minority Small Business and Capital Ownership Development Assistance. (ibid., 18 Oct.)

[Issued by the Small Business Administration under the Small Business Act to implement a programme intended to provide contractual and management assistance to concerns owned and controlled by socially and economically disadvantaged persons. Effective 24 Nov. 1986.]

- 23/IX/1986 Revised text of 29 CFR Parts 1910 and 1915: Recordkeeping Requirements for Tests, Inspections and Maintenance Checks. (ibid., 29 Sep.)

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[Revises certain recordkeeping requirements in relation particularly to lifting devices and power presses. Intended to minimise the paperwork burden on employers. Issued under, inter alia, the Occupational Safety and Health Act (LS 1970—USA 1).]

- 23/IX/1986 Amendment to 29 CFR Part 1910—Hazard Communications; Definition of Trade Secret and Disclosure of Trade Secrets to Employees, Designated Representatives and Nurses. (ibid., 30 Sep.)

[Modifies the trade secret definition and the trade secret access provisions of the Hazardous Communication Standard (29 CFR Part 1910.1200) issued under the Occupational Safety and Health Act (LS 1970—USA 1). Permits, under certain conditions, employees and their representatives, as well as occupational health professionals such as doctors and nurses, to have access to trade secrets.]

- 1/X/1986 Revised text of 30 CFR Parts 56 and 57: Safety Standards for Ground Control at Metal and Nonmetal Mines. (ibid., 8 Oct.; errata: ibid., 16 Oct.)

[Issued by the Mine Safety and Health Administration to update and clarify standards regarding, inter alia, precautions, maintenance of wall, bank and slope stability and examination of ground conditions in surface and underground mines.]

- 10/X/1986 Redesignation and amendment of 29 CFR Parts 1910 and 1926: Occupational Exposure to Asbestos, Tremolite, Anthophyllite and Actinolite. (ibid., 17 Oct.)

[In regard solely to occupational exposure to non-asbestiform tremolite, anthophyllite and actinolite, an administrative stay (until 21 Apr. 1987) of the standards for those substances, which were published in the *Federal Register* on 20 June 1986 (p. 22612 et seq.), has been granted. During the stay, the 1972 standard, as redesignated and republished in the present notice, applies. For other types of occupational exposure, the new asbestos standard remains in effect.]

**California**

- 1985 Provisions regarding confidentiality of AIDS tests, Ch. 1.11, s. 199.20. (Bureau of National Affairs, *State Labor Laws*, Vol. 4)

[Provides that the results of a blood test for acquired immune deficiency syndrome shall not be used for the determination of insurability or suitability for employment (s. 119.20(f)). Added by Ch. 22, California Statutes, L. 1985; effective 1 Jan. 1986.]

**URUGUAY**

- 17/I/1986 Act No. 15800, to reinstate the Social Welfare Trust and eliminate the General Directorate for social security. (*Diario Oficial*, 3 Mar.)

[The Act does away with the General Directorate for social security and reinstates the Social Welfare Trust, as provided for under art. 195 of the Constitution. The functions of the Trust are to organise the social security scheme, and ensure co-ordination between the various administrative departments in charge of social welfare. The Act contains detailed provisions on the composition of the administrative bodies and operating regulations of the Trust, which is incorporated as a body under public law and endowed with legal personality.]

- 18/VI/1986 Decree No. 322/1986 to issue regulatory standards for inspection posts with the General Labour Inspectorate and the Social Security system, and for heads of offices with said functions in the interior of the country. (ibid., 6 Aug.)

[As from 1 Jan. 1989, as a mandatory measure, the system of exclusive dedication to inspection tasks shall be introduced for all inspection jobs with the General Labour Inspectorate and the Social Security scheme, etc. Calls for a work schedule of no less than 40 hours per week for such officials. The General Labour Inspectorate and the Social Security scheme shall maintain the relevant registries to evaluate the output of each official.]

- 24/VI/1986 Resolution No. 421/1986 to empower the Administration of Cargo Services to engage personnel for the maintenance of essential services. (ibid., 5 Aug.)

[Addresses the scheduling of emergency shifts.]



# UNION OF SOVIET SOCIALIST REPUBLICS

- 30/V/1985 Order No. 168 of the State Labour and Social Affairs Committee of the USSR to approve instructions for the procedure to be followed in planning and carrying out the organised recruitment of workers. (*Byulleten Gosudarstvennogo Komiteta SSSR po Trudu i Sotsialnym Voprosam*, No. 9)

[Procedure for recruiting workers on a voluntary basis for permanent or seasonal work in undertakings located in the Far North, Siberia and the Far East or working for new projects of major importance to the national economy in other parts of country. Repeals Order No. 524 of 29 Dec. 1979 on the same subject.]

- 30/V/1985 Order No. 162/12-55 of the State Labour and Social Affairs Committee of the USSR and the Secretariat of the All-Union Central Council of Trade Unions to approve recommendations for the application of systems of flexible working hours in undertakings, institutions and organisations in sectors of the national economy. (*ibid.*, No. 11)

[On request by the workers or the trade union committee, and subject to the approval of the administration of the undertaking, working hours will be partly determined by agreement between them, provided that the statutory daily, weekly or monthly quota is fulfilled. However, attendance remains compulsory during the core-hours set by the administration, which account for most of the working day. The recommendations prescribe a method for calculating working time and overtime on the basis of daily, weekly and monthly averages, with a maximum of ten hours daily in a 41-hour week, and an absolute maximum of two hours daily in exceptional circumstances, including a period of rest (between 30 minutes and two hours). The recommendations also prescribe penalties for non-observance by workers.]

- 21/VI/1985 Order No. 198/II-6 of the State Labour and Social Affairs Committee of the USSR and the Presidium of the All-Union Central Council of Trade Unions, to amend the list [dated 10 Sep. 1980] of processes, trades and jobs involving arduous and unhealthy working conditions in which it is not permitted to employ persons under 18 years of age. (*Byulleten Ministerstva Vysshego i Srednego Spetsialnogo Obrazovaniya SSSR*, No. 11)

- 2/VIII/1985 Ordinance No. 252, made by the State Committee of the USSR on Labour and Social Affairs, to amend and supplement Instructions No. 162 of 20 June 1974 issued by the State Committee of the Council of Ministers of the USSR on Labour and Wages. (*Byulleten Gosudarstvennogo Komiteta SSSR po Trudu i Sotsialnym Voprosam*, 1986, No. 1)

[The schedule to the ordinance contains detailed instructions as to the procedure for keeping workers' personnel records. Entries in such records must be made by the establishment, institution or organisation employing the worker, even temporarily, and no worker may be engaged unless he or she can produce his or her record or alternative attestation of his previous employment or status.]

- 27/XI/1985 Act to amend the general principles of the legislation of the USSR and Union Republics on education, in certain particulars concerning basic trends in the reform of general education and vocational training schools. (*Vedomosti Verkhovnogo Soveta SSSR*, No. 48)

[The general principles are those approved under USSR Act of 19 June 1973. Title X of the Act regulates status and work of teaching staff as well as their rights and duties as such.]

- 27/XI/1985 Act to amend certain USSR legislative provisions concerning basic trends in the reform of general education and vocational training schools, and the adoption of the new formulation of the general principles of the legislation of the USSR and Union Republics on education. (*ibid.*)

[Amendments, inter alia, to the fundamental principles governing labour legislation of the USSR and Union Republics, as adopted under USSR Act of 15 July 1970 (LS 1970—USSR 1).]

- 1/IV/1986 Order No. 109/64/7-23 of the State Labour and Social Affairs Committee of the USSR, the Presidium of the Academy of Sciences of the USSR and the Secretariat of the All-Union Central Council of Trade Unions, to improve the organisation of sociological work in the branches of the national economy and to approve model regulations for a social development service in undertakings, organisations and ministries. (*Byulleten Gosudarstvennogo Komiteta SSSR po Trudu i Sotsialnym Voprosam*, No. 9)

[Purpose of the service is to devise and implement measures to ensure the full use of social and psychological factors in increasing the efficiency of production, to improve the way welfare work is run in work collectives and to develop creative activity among the workers.]

**VENEZUELA**

- 2/VII/1986 Act partially to amend the rules governing the retirement and pension scheme for officials and employees of the national public administration, State and municipalities. (*Gaceta Oficial*, 18 July, Special Issue)

[Amends in particular ss. 3 (which provides that the right to retirement is acquired when the person in question has reached the age of 60, or 55 in the case of a woman, with a minimum of 25 years of service or who, irrespective of age, has completed 35 years of service), 4 (exemptions), 16 (regarding the right of the children and spouse of the contributor to receive, in equal parts, a survivor's pensions) and 21 (amount of contributions).]

- 2/VII/1986 Act in respect of the rules governing the retirement and pension scheme for officials and employees of the national public administration, States and municipalities. (*ibid.*)

[This Act incorporates the amendments in the Act of 2 July 1986 partially amending the rules. It repeals the Act of 20 June 1928 concerning pensions.]

- 2/VII/1986 Basic Act regarding conditions of work, the working environment and prevention. (*ibid.*)

[The purpose of this Basic Act (published as LS 1986—Ven. 1) is to guarantee to workers, whether permanent or temporary, conditions of safety, health and welfare in the working environment which are adequate and favourable for the workers' exercise of their mental and physical faculties. This aim is the responsibility of employers, subsidiaries and agents. The Act applies to workers employed by an employer in an enterprise, and in general applies to any establishment engaged in industry, agriculture and/or stockraising, commerce, or services, irrespective of the nature of its activities or its location, and whether for profit or non-profit, public or private. The Act contains 12 chapters which deal in particular with: the National Council on Prevention, Health and Safety at Work (Ch. III), which is established by the Act; the obligations of employers and workers (Ch. VI), health and safety at work (Ch. VII), occupational illnesses and accidents (Ch. VIII) and penalties (Ch. IX).]

**YUGOSLAVIA**

- 28/VIII/1985 An Act to provide for the principles governing social planning, and for the social plan of Yugoslavia. (*Sluzbeni List*, No. 46, Text 557)

[Repeals, *inter alia*, the Act of 1976 on the same subject.]

- 14/X/1985 Regulations to amend the Regulations [of 6 Dec. 1983] respecting the total driving time for motor vehicle drivers, their rest periods and the arrangement of work for two-person crews, in so far as it affects the safety of driving. (*ibid.*, No. 67, Text 801)

[Amends, *inter alia*, ss. 2 and 14.]

- 24/I/1986 Regulations respecting the health conditions to be met by organisations of associated labour trading in poisons. (*ibid.*, No. 9, Text 124)

[Premises, storage, precautions and training.]

- 11/II/1986 Regulations respecting the working hours of air traffic controllers. (*ibid.*, No. 9, Text 123)

**ZIMBABWE**

- Labour Relations Act 1984. (*Government Gazette*, 1985, No. 16)

[The Act (published as LS 1985—Zim. 1) governs a wide range of matters pertaining to labour relations. It regulates general conditions of employment (ss. 11–18) and provides for the control of wages and salaries by the Ministry of Labour, notably through the fixing of minimum and maximum wages. It also provides for the appointment or election of workers Committees in enterprises ss. 23–26) to represent the workers, negotiate collective bargaining agreements and, if necessary, recommend collective job action. The Act goes on to lay down the conditions governing the establishment and registration of employer's and worker's organisations, and specify their functions (ss. 27–61). It regulates the negotiation, scope and application of collective bargaining agreements (ss. 79–87); the registration or ratification of such agreements is subject to approval by the Minister of Labour. The Act establishes a Labour Relations Board and a Tribunal responsible for settling labour disputes (ss. 88–108). Lastly, the Act regulates

**ZIMBABWE (cont.)**

collective job action (ss. 118–128), and employment agencies (ss. 129–135). The Act repeals the Industrial Conciliation Act (Ch. 267), as published in the *Legislative Series* (LS 1964—SR 1A, B, C), the Minimum Wages Act, 1980, and the Employment Act, 1980 which was also published in the *Legislative Series* (LS 1980—Zim. 1). The date of its entry into force is to be decided by the President and announced in the *Official Gazette*.]

— Urban Development Corporation Act 1986. No. 14.

[An Act to provide for the declaration of development areas, to establish the Urban Development Corporation and provide for its the functions, and related matters. One object of the Corporation is to generate employment (s. 19(b)).]

— Emergency Powers Amendment Act 1986. No. 2.

[Makes minor amendments to ss. 2, 3, 4 and 5 of the Emergency Powers Act (Ch. 83). Adds new ss. 6 and 7 empowering the President to make regulations, once a Constitutional resolution has been passed, in regard to preventive detention of persons and matters related thereto.]

— Scientific and Technical Research Act 1986. No. 5.

[Establishes and defines the powers and functions of the Scientific Council of Zimbabwe in relation to, in particular, the promotion of agricultural, industrial, health and mining research. An attached Schedule outlines the Council's powers as an employer.]

— Workers' Compensation Regulations 1986. S.I. 252. (*Government Gazette*, 29 Aug., Supplement)

[The Regulations address the procedure for objections to a decision of the Commissioner, special liability to meet with an accident, exempted employers, and general matters, including prescribed forms. The Regulations were issued under the Workers' Compensation Act (Ch. 269) and repeal the Workmen's Compensation Regulations 1969.]

1985 Labour Relations (General) Regulations 1985. S.I. 368.

[These general regulations were made under the Labour Relations Act which was published in the *Legislative Series* (LS 1985—Zim. 1). The regulations cover, inter alia, the registration of workers' and employers organisations, the functioning of the employment councils, the settlement of disputes and unfair labour practices, collective job action and the procedure to be followed by the Labour Relations Board.]

1985 Labour Relations (Labour Relations Tribunal) Regulations 1985. S.I. 369.

[See summary under S.I. 372 of 1985.]

1985 Labour Relations (Employment Agencies) Regulations 1985. S.I. 370.

[See summary under S.I. 372 of 1985.]

1985 Labour Relations (General Conditions of Employment) (Termination of Employment) Regulations 1985. S.I. 371.

[See summary under S.I. 372 of 1985.]

1985 Labour Relations (Workers' Committees) (General) Regulations 1985. (*ibid.*, No. 372)

[These Regulations flesh out four sections of the Labour Relations Act 1985 (SL 1985—Zim. 1), with both substantive and procedural provisions. S.I. 371 sets forth, in accordance with s. 17 of the Act, the circumstances under which an employer may terminate a contract of employment. Where employers believe they have good cause, they may suspend an employee without pay and apply to a labour relations officer to seek termination of the contract. The Regulations further require prior written approval of the Minister, following mandatory consultation with the trade union and employer's organisation involved, to lay off or retrench an employee or to impose work on a short-time basis. Violations are subject to a fine or imprisonment. In terms of s. 135 of the Act, S.I. 370 limits the amount a private employment agency may legally charge to workseekers, employers and other clients. The Regulations impose conditions for an agent to make a referral and require record-keeping. S.I. 372, issued under s. 26 of the Act, defines "works council", half of whose members are to be employee representatives who are members of a workers' committee. A workers' committee is to be formed when employees select their representative at their workplace. It must have between 3 and 15 members who are representative of the different sections of the undertaking. The Regulations govern its officers, tenure of office and procedures for meetings. Finally, S.I. 369 regulates proceedings before the Labour Relations Tribunal which was created by s. 141 of the Act.]

**ZIMBABWE (cont.)**

- 30/V/1986 Public Service (Officers) (Misconduct and Discharge) Regulations 1986. S.I. 161.

[Part I: Determination of allegations of misconduct; Part II: Additional grounds of discharge; Part III: General. The First Schedule spells out acts of misconduct; the Second Schedule contains a misconduct report form. These Regulations, issued by the Public Service Commission, repeal the following: Public Service (Officers) (Discharges and Misconduct) Regulations 1979 (S.I. 561 of 1979) and Correction of Error therein (S.I. 598 of 1979); Public Service (Officers) (Discharge and Misconduct) (Amendment) Regulations 1982 (No. 1) (S.I. 216 of 1982) and Public Service (Officers) (Discharge and Misconduct) (Amendment) Regulation 1985 (No. 2) (S.I. 135 of 1985).]

- 20/VI/1986 Public Holidays and Prohibition of Business (Declaration and Notification of Public Holidays) Notice 1986. S.I. 177.

[New schedule of public holidays.]

- 27/VI/1986 Emergency Powers (Control of Income Increases) (Amendment) Regulations 1986 (No. 2). S.I. 196.

[Amends the Emergency Powers (Control of Income Increases) Regulations by, inter alia, inserting a definition of "designated post" and making special provisions for wage increases for lower-paid employees. Substitutes a new Second Schedule (Maximum Rates of Increases).]

- 1/VII/1986 Labour Relations (Specification of Minimum Wage) Notice 1986. S.I. 195.

[This Order was issued under s. 20 of the Labour Relations Act 1985 (Act 16/85) (LS 1985—Zim. 1). It fixes minimum wages, set forth in Schedule 1, and minimum wages and allowances, set forth in Schedule 2, which employers must pay. In determining an employee's minimum wage entitlement, no account may be taken of any other remuneration not forming part of an employee's fixed or ordinary wage (s. 5(4); not applicable to seasonal workers). Casual employees are to be paid not less than double the wage fixed in the Schedule (s. 5(5)). The Notice limits the circumstances in which deductions from wages and withdrawal and reduction of benefits and allowances may be made (ss. 6 and 7). Minimum wages shall be paid without discrimination on the grounds of race, sex or age (s. 8). The Notice provides for conversion of rates and possible exemptions. It repeals the Minimum Wages (Specification of Minimum Wages) Notice 1985 (S.I. 186 of 1985), as amended by S.I. 219A of 1985.]

- 18/VII/1986 Pensions Review (No. 14) Notice 1986. S.I. 217.

[Contains various definitions and provides for increases in pensions, inter alia.]

**INTERNATIONAL****Algeria—Iraq**

- 29/VI/1985 Convention regarding co-operation between the Government of the People's Democratic Republic of Algeria and the Government of the Republic of Iraq in the fields of maritime affairs and commerce. Done at Algiers. (Algeria: *Journal officiel*, 17 Sep.)

[Art. 7 provides for co-ordination in regard to training and an exchange of experts in the field of maritime transport.]

**Algeria—France**

- 22/XII/1985 First Codicil to the Agreement of 27 December 1968 between the Government of the Popular Democratic Republic of Algeria and the Government of France in regard to travel, employment and residence in France of persons coming from Algeria and their families, with Protocol in appendix. Done at Algiers. (*ibid.*, 21 May)

[The Codicil supplements and amends the 1968 Agreement in regard to travel, employment and residence of persons coming from Algeria in France. It affords to family members the right, conditioned upon resources, to obtain a residence permit for the same duration as that of the person they are joining (art. 4). As from the entry into force of the Codicil, Algerians who have already possessed a residence permit for three years and three months receive an automatically renewable permit which is valid for 10 years (art. 6). New arrivals are to be given a one-year renewable permit if they have a certified contract of employment in the case of employees or an authorisation in the case of independent workers (art. 7). After uninterrupted residence of three

**Algeria—France (cont.)**

years and three months, the provisions of art. 6 will become applicable to them, and they will be able to engage in the occupation of their choice (art. 7*bis*). Any residence permit may be revoked if an Algerian is, by his or her own act, unemployed and lacking resources for more than six consecutive months (art. 10); exceptions are applicable to family members. In addition, the first two articles of the Agreement of 1968 are annulled.]

**Angola—Romania**

9/IV/1984 Shipping agreement between the Government of the Socialist Republic of Romania and the Government of the Peoples' Republic of Angola. (Romania: *Buletinul Oficial*, Part I, 31 Oct.)

[Ratified by Romania on 25 Oct. 1985.]

**Austria—Norway**

27/VIII/1985 Agreement concerning social security between the Republic of Austria and the Kingdom of Norway, with Final Protocol. Signed at Oslo. (Austria *Bundesgesetzblatt*, Text 218)

27/VII/1985 Administrative arrangement regarding the methods of application of the Agreement concerning social security between the Republic of Austria and the Kingdom of Norway. Signed at Oslo. (*ibid.*, Text 219)

**Barbados—Canada**

2/XI/1985 Agreement on social security between Barbados and Canada. Done at Bridgetown. (Barbados: *Official Gazette*, 2 Jan., Supplement)

[Entry into force: 1 Jan. 1986.]

**Barbados—Québec**

27/XI/1985 Administrative arrangement relative to the means of application of the social security agreement between the Government of Quebec and the Government of Barbados. Done at Montreal. (Quebec: *Gazette officielle du Québec*, 8 Jan., 1986)

**Bolivia—Spain**

30/XII/1985 Supplemental Agreement between Spain and Bolivia on international technical co-operation in social and labour matters. Done at La Paz. (Spain: *Boletín Oficial del Estado*, Apr., errate: *bd.*, 5 May)

[The Agreement supplements the convention on scientific and technical co-operation concluded between Spain and Bolivia on 15 Feb. 1966.]

**Brazil—Spain**

12/IV/1984 Accord supplementary to the Agreement concerning social co-operation between the Government of Spain and the Government of the Federative Republic of Brazil, of 11 August 1964, for the implementation of a social-labour programme. Done at Madrid. (*ibid.*, 7 June)

**Brazil—Uruguay**

13/VIII/1986 Supplementary accord to the basic agreement regarding scientific and technical co-operation, in the field of agricultural and stockraising research, concluded by the Government of the Federative Republic of Brazil and the Government of the Republic of Uruguay. Done at Brasilia. (Brazil: *Diário Oficial*, 1 Sep.)

[The basic agreement was concluded on 12 June 1975.]

13/VIII/1986 Supplementary accord to the basic agreement regarding scientific and technical co-operation, in the field of technical instruction and vocational training, concluded between the

**Brazil—Uruguay (cont.)**

Government of the Federative Republic of Brasil and the Government of the Republic of Uruguay. Done at Brasilia. (ibid.)

[The basic agreement was concluded on 12 June 1975.]

**Cameroon—Spain**

10/V/1986 Agreement between Spain and the Republic of Cameroon for co-operation regarding the merchant marine. Done at Yaoundé. (Spain: *Boletín Oficial del Estado*, 10 June)

**France—Canada****Quebec**

2/VI/1986 Protocol of understanding between the Government of Quebec and the Government of the Republic of France regarding social protection for students and participants in co-operation activities. Done at Paris. (Quebec: *Gazette officielle du Québec*, Part 2, 3 Sep.)

[Extends certain provisions regarding sickness insurance and family allowances to students and participants in co-operation activities who are in the territory of the other party to the Protocol. The Protocol is supplemented by an administrative arrangement concerning its means of application.]

**Costa Rica—Japan**

24/V/1985 Agreement regarding technical co-operation between the Government of the Republic of Costa Rica and the Government of the Republic of Japan. Done at Tokyo. (Costa Rica: *La Gaceta*, 4 June)

[Calls in particular for sending Costa Rican nationals to Japan for technical training and for sending Japanese missions to do studies of economic and social development projects in Costa Rica.]

**Costa Rica—Spain**

11/I/1986 Supplemental Agreement between Costa Rica and Spain on technical co-operation in social and labour matters. Done at San José. (Spain: *Boletín Oficial del Estado*, 5 Apr.)

[This agreement supplements the social co-operation convention concluded between Spain and Costa Rica on 15 Apr. 1966, the technical co-operation convention concluded on 6 Nov. 1971, and the protocol amending it, which was concluded on 31 May 1984.]

**EEC**

12/V/1986 Council Directive on the protection of workers from the risks related to exposure to noise at work (86/188/EEC). (*Journal officiel des Communautés européennes*, 24 May)

[The guide-line recognises the need to reduce the exposure of workers to noise at the workplace, where noise levels exceed certain weekly and daily limits. Priority should be given to preventive measures for noise reduction (choice of materials, methods of work), while individual protective devices should be used only as an additional precaution. The guide-line sets 85 dB(A), or maximum unweighted instantaneous acoustic pressure equivalent to 200 Pa, as the basic reference standards for an individual worker's rate of daily exposure. If this level is reached, the noise must be monitored (as prescribed in schedule I), and the workers or their representatives informed of the risks involved and precautionary measures envisaged. Medical examinations must be conducted, should the noise level exceed 90 dB(A) and 200 Pa, information notices to that effect must be posted at the workplace, individual protective devices must be used and the employer must work out a series of measures to reduce noise levels, if reasonably practicable. The guide-line is applicable in respect of all workers except shipping and aviation personnel. This guide-line was made in accordance with guide-line 80/1107/EEC of 1980 respecting the protection of workers against risks associated with exposure to chemical, physical and biological agents during work. The Member States must adopt measures to comply with the

## EEC (cont.)

guide-line by 1 Jan. 1990 (by 1 Jan. 1991 in respect of Greece and Portugal). The guide-line is to be re-examined by the Council before 1 Jan. 1994.]

## Germany, Federal Republic of—Tunisia

16/IV/1984 Agreement between the Federal Republic of Germany and Tunisia regarding social security, with Final Protocol. Done at Tunis. (Federal Republic of Germany: *Bundesgesetzblatt*, Part II, 24 Apr.)

[The Convention covers the fields of insurance against sickness, occupational accidents and illnesses, invalidity and old-age, as well as insurance for survivors, but excluding unemployment insurance and family benefits. The general criterion for making wage-earning workers subject to compulsory insurance is the applicability of the law of the State where they are employed. Workers on detachment are exempted, on the condition that the period of their detachment does not exceed 12 months, a period which may be extended with the agreement of the authorities of the two States (s. 7). The provisions governing the coverage of wage-earning workers are applicable, by analogy, to persons working on their own account. The acquisition and maintenance of rights to benefits entails the accumulation of time periods for sickness insurance (s. 13) and for invalidity, old-age and survivors' insurance (s. 22). The determination of benefits for invalidity, old-age and survivors is to be done according to the integration method. Aside from exceptions, the Convention does not create any rights in regard to periods predating its entry into force (s. 34). The text of the Convention is supplemented by two protocols and by an administrative arrangement concerning its means of application.]

## Greece—Poland

3/V/1985 Agreement between the Government of the People's Republic of Poland and the Government of the Hellenic Republic on social insurance of persons employed in the territory of the other State. Done at Athens. (Poland: *Dziennik Ustaw*, 29 Aug., Text 147).

[Instruments of ratification exchanged at Warsaw on 3 July 1986.]

## Greece—Sweden

3/X/1985 Social Security Convention between the Kingdom of Sweden and the Republic of Greece. (Sweden: *Svensk Författningssamling*, No. 774)

[The additional Convention supplements the 1978 Convention on a number of points. Its scope is extended to Greek legislation, on certain special schemes applying, inter alia, to self-employed persons and seafarers. The most significant changes occur in respect of the old age, invalidity and survivors' pension schemes in both countries (arts. 15–21). Sweden undertakes to grant Greek nationals, residing in Sweden or elsewhere, a pension in accordance with the rules applicable to Swedish nationals residing abroad, if they do not qualify for entitlement to a pension under Swedish law. Greece undertakes that periods of insurance completed under Swedish legislation will be added to those completed under Greek legislation, for the acquisition of the right to an old age pension under Greek legislation. In addition, art. 29 provides that Greek children residing in Sweden will be entitled to a general children's allowance, under the same conditions as children of Swedish nationality. The text as published is a consolidated version of the Conventions of 1978 and 1984. The Administrative Arrangement for the application of the Convention, and Sweden's ordinance promulgating the agreement are also reproduced.]

## Italy—Senegal

23/IV/1982 Co-operation agreement between the Government of the Republic of Senegal and the Government of the Republic of Italy in regard to the merchant marine. Done at Dakar. (Sénégal: *Journal officiel*, 27 Sep.)

[Calls for, inter alia, recognition of seafarers' identity documents by the parties (art. 10) and co-operation in the field of vocational training (art. 15). Ratification by Senegal was authorised by Act No. 86-38 of 11 August 1986 (*ibid.*).]

**Italy—Monaco**

12/II/1982 General Convention on Social Security between the Principality of Monaco and the Republic of Italy. (Monaco: *Journal de Monaco*, 8 Nov., Appendix)

[The Convention governs sickness and maternity insurance; death allowances; invalidity; old age survivors' pensions; family benefits; industrial accidents and occupational diseases. The Convention cancels four earlier agreements between Italy and Monaco pertaining to the same subjects, respectively dated (two agreements) 1961 and 1964. It entered into force on 1 October 1985. An Administrative Arrangement for its application is annexed to it.]

12/II/1982 Administrative Arrangement for the application of the General Convention on Social Security concluded between the Principality of Monaco and the Republic of Italy. (ibid.)

**Italy—United States**

17/IV/1984 Amendment to the Agreement on Social Security. Done at Rome. (Italy: *Gazzetta Ufficiale*, 7 Nov.)

[The amendment prescribes the legislation to be applied and the way in which jurisdiction is to be shared between the social security bodies of the two States, notably as regards the calculation of certain benefits. It constitutes a follow-up to the Social Security Agreement concluded between the two States on 23 May 1973, and to their administrative arrangement dated 22 November 1977. The amendments concern arts. 2, and 8 to 12 of the agreement. Arts. 5 and 8 of the administrative arrangement are revoked. Italy's Act of Ratification of the amendment is attached.]

**Mozambique—Spain**

26/VI/1984 Supplementary Agreement to the Basic Convention regarding technical co-operation between the Governments of Spain and the Popular Republic of Mozambique on social-labour matters and, in particular, vocational training. Done at Madrid. (Spain: *Boletín Oficial del Estado*, 13 Sep.)

[Includes an appendix.]

**Norway—Switzerland**

28/VI/1985 Agreement to supplement the Administrative Arrangement of 22 September 1980 on the application of the Social Security Convention signed on 21 February 1979 between the Kingdom of Norway and the Swiss Confederation. Signed at Berne and Oslo. (Norway: *Overenskomster med Fremmede Stater*, 15 Aug.)

[Miscellaneous amendments to the Administrative Arrangement.]

**Portugal—Spain**

12/XI/1983 Agreement between Spain and Portugal regarding co-operation in health matters. Done at Lisbon. (Spain: *Boletín Oficial del Estado*, 1 Feb.)

[The co-operation will be carried out in the following fields: health legislation, organisation of health services, health planning and evaluation, studies of health administration and epidemiological information.]

**Senegal—Zaire**

26/III/1986 Co-operation agreement between the Government of the Republic of Senegal and the Executive Council of the Republic of Zaire in regard to the merchant marine. Done at Dakar. (Sénégal: *Journal officiel*, 4 Oct.)

[Calls for an exchange of information in regard to working conditions for seafarers (art. 15(a)). Stipulates the law applicable to the contract of employment of the seafarers concerned, the recognition of their identity documents, the conditions applicable to their stay in ports of the other party, and related provisions. Entry into force: one month after the exchange of ratification instruments. Ratification by Senegal authorised by Act No. 86-41 of 11 Aug. 1986 (ibid.).]



**Spain—Uruguay**

19/II/1986 Additional international technical co-operation agreement on social and labour matters between the Republic of Uruguay and the Kingdom of Spain. Signed *ad referendum* at Montevideo. (ibid., *Boletín Oficial del Estado*, 30 May).