



Labour market policy

Qualitative report

Belgium 2001



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3

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A - Introduction

A - Introduction

The first publication of the **Qualitative Reports** of the **Labour Market Policy (LMP) database** is issued in 16 volumes, one for each country participating in the LMP data collection¹. The reports present qualitative information extracted from the database to describe, in total, 550 labour market policy measures included in the Eurostat database for the year 2001. The reports constitute a fundamental component of the Eurostat Labour Market Policy (LMP) database allowing the user to understand what lies behind the figures on expenditure and participants collected in the database. The qualitative reports give a succinct description of each of the labour market policy measures and should be considered as complementary information to the publication *Labour Market Policy - Expenditure and Participants - Data 2001*².

The reports all have the same structure: Part A presents the Introduction, Part B includes the Inventory of measures - i.e. the list of all measures grouped by category, and Part C presents the main details of each measure in three sections: Identification, Description, and Supplementary information. The *Description* contains seven sub-sections: Aim, Beneficiaries, Action/Instrument, Financing/Support, Eligibility, Legal basis, and Recent changes. The *Supplementary Information* contains nine sub-sections covering the target groups, the conditions for participation and other characteristics of the measure. Together, these items summarise the qualitative information collected through the LMP questionnaire³.

The measure descriptions in the LMP database are up-dated every year with the contribution of the LMP delegates in each country and should be published by Eurostat every 2 years. They are also available as a chapter of the Basic Information Reports (BIRs) produced by the European Employment Observatory⁴.

¹ The reports are issued primarily in English but French and German versions are also available on request. Eurostat makes every effort to ensure that measure descriptions entered in one language are updated in the other two languages but the alignment of translations cannot be guaranteed. Bearing this in mind, the preferred language for each country report is considered to be English for all countries except Belgium, France and Luxembourg (French); Germany and Austria (German).

² European Social Statistics - *Labour market Policy - Expenditure and Participants - Data 2001*. Eurostat Theme 3 - Population and Social conditions - 2003 Edition.

³ *Labour Market Policy Database - Methodology* - April 2000. Eurostat Working Papers.

⁴ The BIRs are produced on behalf of the European Employment Strategy Unit (General Directorate of Employment and Social Affairs) and can be accessed via <http://www.eu-employment-observatory.net/en/publications/bir>.

B - Inventory of measures

Inventory of measures

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Number of measures: 48 (including 2 mixed measure(s) with a total of 5 components)

C - Qualitative information by measure

Identification:

Country: Belgium **Year:** 2001 **Category** 0 - General PES
Measure n°/name: 1 **Public employment services (Fed, RF, RW, RBC, CG)**
Type of action: 0 General PES

Description:
Aim:

To provide general services for jobseekers during their search for employment.

Beneficiaries:

Jobseekers

Action/Instrument:

At the federal level, the national office of employment (ONEM - Office national de l'emploi) is responsible for unemployment insurance, early retirement benefits, allowances for career breaks and some employment programs.

At the regional and community level, the placement and vocational training programs are implemented primarily by four separate public organisations:

- FOREM (Office communautaire et régional de la formation professionnelle et de l'emploi pour la Région wallonne) - the vocational training and employment office for the Walloon region
- ORBEM (Office régional bruxellois de l'emploi) - the employment office for the Brussels region
- VDAB (Vlaamse Dienst voor Arbeid in Beroepsopleiding) - the employment office for the Flemish region
- Arbeitsamt - the employment service for the German-speaking community.

These organisations are also responsible for job creation and recruitment promotion measures.

The mission of these organisations is to help people, both out of work and in work, to manage their career, to help companies in the management of human resources and to offer continued vocational training (for unemployed and employed).

At the current time, registration with the PES is obligatory to qualify for unemployment benefits.

Financing/support:

Ear-marked taxes, central government budget, and state/regional budget

Eligibility:

Jobseekers registered with the public employment services.

Legal basis:

Decree of FOREM, 6 May 1999 + FOREM management contract 2001-2006.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services	Area of Application:	National, Regional
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 12 **Vocational integration (RW, RBC)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

Promote vocational integration through guidance and follow-up for jobseekers.

Beneficiaries:

Young jobseekers aged 18-25 with poor qualifications/skills.

Action/Instrument:

* Walloon region:

Eligible jobseekers follow training courses in centres for vocational integration (OISP - organismes d'insertion socioprofessionnelle). In addition to guidance and counselling, the OISP courses include theoretical and practical training in OISP or in companies (traineeship).

Jobseekers with low qualifications can also take up traineeships within Companies for Training through Work (EFT - Entreprises de Formation par le Travail). These structures are non-profit organisations organised by the public centre for social support (CPAS - Centre public d'aide sociale) and may produce goods or provide services paid on the basis of their social aim. An hourly training allowance is paid to the trainees during non-productive phases.

Both forms of organisation (OISP and EFT) receive subsidies to cover running costs, including staff costs, through the Programmes for reduction of unemployment (PRC - Programmes de Résorption du Chômage) (for instance ACS for the EFT).

* Brussels-capital region:

Eligible jobseekers receive follow-up and guidance within the framework of vocational integration actions integrating the phases of reception, careers advice, pre- training, training and placement.

Financing/support:

Ear-marked taxes and European Social Fund.

Eligibility:

Unemployed, registered jobseekers, inactive

Legal basis:

Decree of the executive of the Brussels-capital region of 27.6.91, modified by the decree of the government of the Brussels-capital region of 16.1.97. Decision of the Walloon government of 30.1.97

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU), Inactive, Registered jobseekers	Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government, Public employment services	Area of Application:	Regional
Implementation:	<i>Year started:</i> 1991 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 25 **Active jobsearch workshop (RW, RBC, CG)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

Assist with job search

Beneficiaries:

Unemployed, inactive, employed at risk, women, illiterates, ex-offenders.

Action/Instrument:

In the Flemish region, the "jobclubs" programme has been incorporated into the "sollicitatietraining" programme since 2000. It is part of "trajectwerking". This is a type of module which can be a part of an unemployed person's individual path to employment. Information on the "sollicitatietraining" programme's budget and its beneficiaries is also to be found in the database under "trajectwerking".

In "sollicitatietraining", job search skills are acquired as a group. Alternative teaching methods are also used, particularly role playing. The job search trainer supports, stimulates and guides the job seeker in looking for employment.

In the Brussels-Capital region, a method and a partnership provide the structure for active job searching. These provide an opportunity to learn and apply an effective and structured method for seeking employment. Currently the active job search network is made up of the ORBEM's Active Jobsearch Workshop (ARAE Central) and its Psychological Centre, together with 17 partners (11 general and 6 specialist partners for special groups).

Job seekers can choose one of five workshops:

- A: a five-week group session on active job searching (8 to 12 people).

A personal interview is held prior to this workshop. It also includes five days of post-workshop follow-up (one day per week). There are three phases: a personal and professional assessment, job search techniques, active job searching;

- B: a three-week group session on active job searching, including a personal interview prior to the workshop. If the candidate wishes, it can be followed up by the "search area" module (one of the modules from C below). There are two phases: a personal and professional assessment and job search techniques;

- C: nine separate modules which can be taken independently;

- D: group sessions (six to eight people) held over eight days spread over two or four weeks. There are two phases: a personal and professional assessment and choosing a project;

The service also includes the corporation of the integration network through its partnership with ORBEM. The purpose of this promote network is to coordinate players in the field of integration and ensure methodology is consistent.

This measure is targeted at job seekers, generally registered at the ORBEM-BGDA, and who may or may not have special needs (individuals with disabilities or who are illiterate, ex-offenders, those lacking skills). The workshops are also open to individuals with jobs who are at risk of unemployment.

In the German-speaking community, the Active Jobsearch Workshops' goal is to support the job seeker in finding a job. The workshops may take the form of a room open to anyone looking for a job where information on job opportunities and the labour market, etc. is available, as is the basic infrastructure for the search (telephone, fax, photocopier, word processing). The second type of workshop is based on working together in a group, but also includes theoretical modules on job seeking: drawing up CVs, job interviews, etc.

Financing/support:

Ear-marked taxes and European Social Fund in the Brussels-Capital region.

Eligibility:

Registered unemployed

Legal basis:

Decree of the Walloon Regional Council of 6.5.99 (MB of 8.7.99). Executive decree of the Brussels-Capital region of 27.6.91, modified by the decree of 16.1.97.

Recent changes:

In the Flemish region, the "jobclubs" programme has been incorporated into measure B-54 "Trajectwerking" since 2000.

Supplementary information:

Target groups:	Unemployed, Employed at risk, Inactive	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 5 Weeks
Responsible institution(s):	State/regional government	Area of Application:	Regional
Implementation:	<i>Year started:</i> 1991 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 30 **Regional employment missions (RW)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To facilitate the vocational integration of unemployed persons through individualised guidance and follow-up

Beneficiaries:

Low qualified unemployed

Action/Instrument:

In the Walloon region, regional employment missions (MRE - Missions régionales pour l'emploi) are set-up as non-profit organisations approved for an unlimited period. They receive an annual subsidy and can take-on up to 3 personnel with the status of subsidised contractors (ACS - agents contractuels subventionnés). They also benefit from a further budget, managed by FOREM (Office communautaire et régional de la formation professionnelle et de l'emploi pour la région Wallonne), which is intended to cover the costs of the trainees (travel costs, hourly allowance, insurance). Their aim is to support the integration of low-qualified jobseekers through alternance type training and vocational guidance.

Financing/support:

Central government budget and ear-marked taxes.

Eligibility:
Legal basis:

Decree of the Walloon government of 14.5.98 (MB of 30.5.98)

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU)		Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):			Area of Application:	Regional
Implementation:	<i>Year started:</i>	1994		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 46 **Insertion plan for young people (RW)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To prevent long term unemployment and help young jobseekers (having left school since less than 3 months, without a secondary school diploma) to integrate the labour market.

Beneficiaries:

Jobseekers under 25.

Action/Instrument:

The Insertion Plan for young people is part of the cooperation agreement signed between the state and the regions to facilitate the integration of young jobseekers through the first job agreement. The objective is to help them sign their first employment contract within 6 months.

The Forem is involved in this challenging task. As a very first step, a Forem's adviser helps each young person to identify his/her needs and choose a direction. From that moment, they mutually engage themselves in signing an insertion convention. The young person has a free access to Forem services during this programme (Employment open spaces, workshops, socio-vocational guidance, training, etc.), and is followed by a personal adviser.

Financing/support:

Regional and central government budgets

Eligibility:

Jobseekers under 25.

Legal basis:

Cooperation agreement RW - Federal, 30/03/2000

Recent changes:

None

Supplementary information:

Target groups:	Registered jobseekers		Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i> <i>Registration continued:</i>	Yes n.a.	Other cash benefits:	None
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services		Area of Application:	Regional
Implementation:	<i>Year started:</i> 2000 <i>Year ended:</i> Ongoing			

Identification:

Country: Belgium **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 48 **Partnership for the reception of jobseekers not registered in ORBEM (RBC)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

The coordination structures (currently 10, and called "local employment mission") are established in priority areas and correspond to a socio-geographical representation of the Brussels region delimiting six zones articulated around these areas. Among these, a dutch-speaking interzonal coordination structure was implemented.

The proximity of coordination partners should allow an acute analysis of the impacts of an unfavourable economic situation on the population living in these underprivileged districts of the urban centre.

The partnership has a double objective:

- identify at the local level the "step 0" of the insertion course through a computerized network facilitating the tracking of the jobseeker before his/her inscription at the ORBEM
- encourage the (re)inscription as a jobseeker at the ORBEM ("step 1").

Beneficiaries:

Inactive

Action/Instrument:

The coordination partners' task is to intervene directly during the reception phase of the insertion course for people who do not reach spontaneously the services offered by the ORBEM or who are not taken in charge by the CPAS. They are also in charge of directing the non-registered jobseekers towards an insertion course. The target group: jobseekers, inactive (i.e. not registered at the ORBEM as jobseekers).

Financing/support:

Regional government budget, European Social Funds

Eligibility:

People who do not reach spontaneously the services offered by the ORBEM, because they are not registered as jobseekers and/or because they face important social or psychological problems.

Legal basis:

Decree of the executive of the Brussels-capital region of 27.6.91, modified by the decree of the government of the Brussels-capital region of 16.1.97.

Recent changes:

None

Supplementary information:

Target groups:	Inactive		Detailed target groups:	Youth, Older, Disabled, Immigrants/ethnic minorities, Re-entrants/lone-parents, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	n.a.	Other cash benefits:	None
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services		Area of Application:	Regional
Implementation:	<i>Year started:</i>	1991		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 50 **Partnership for childcare for jobseekers (RBC)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

The organisation of childcare services for jobseekers' children (aged between 0 and 3) should allow them to undertake the necessary actions in the context of their insertion course (active search for a job, participation to a training programme, interview with a potential employer, beginning of an employment contract...)

Beneficiaries:

Unemployed, registered jobseekers.

Action/Instrument:

The network includes the crèches facilities of the ORBEM (Maisons d'enfants) and 10 partners. It was agreed by the National Office for Childhood (ONE).

Childcare places in crèches or playgroups are offered to jobseekers faced to the shortage of childcare places for children between 0 and 3 years old. This provision of places aims at drawing aside the obstacles in the course of insertion of the jobseekers. The childcare is either occasional when the parent leaves his child to find a job (playgroups) or temporary (cannot exceed 3 months) when the parent has found a job but not a place in a crèche yet. When the jobseeker finds a job, he beneficiates from a support allowing a rapid transition towards ordinary childcare structures.

This program therefore allows jobseekers to escape from the vicious circle which necessitates the placement of the child in childcare facilities to work or to participate to a programme (B-25 or B-12) and on the other hand, in order to register their children on the childcare services' waiting lists, parents have to show an employment contract.

Financing/support:

Regional government budget, European Social Funds.

Eligibility:

Jobseekers willing to start/pursue/finish a vocational insertion programme (training, active search for a job, interview with a potential employer, orientation) or newly hired and experiencing temporary or ponctual difficulties to find childcare facilities in good conditions giving the " emergency".

Legal basis:

Decree of the executive of the Brussels-capital region of 27.6.91, modified by the decree of the government of the Brussels-capital region of 16.1.97.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers		Detailed target groups:	Re-entrants/lone-parents
Unemployment registration:	<i>Condition for participation:</i>	n.a.	Other cash benefits:	None
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 3 Months
Responsible institution(s):	Public employment services		Area of Application:	Regional
Implementation:	<i>Year started:</i>	1992		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 54 **Pathway to work (RF)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To offer jobseekers, before they fall in long-term unemployment, an individual pathway improving their chances to find work and providing an optimal answer to their capacities and needs.

Beneficiaries:

Registered jobseekers

Action/Instrument:

The pathway regroups the most important initiatives in terms of job-search assistance in Flanders. The pathway to work is different from the universal service offered by the VDAB (Flemish PES) which is reported under B-1. The pathway to work offers jobseekers still unemployed 3 or 4 months after registration an intensive support. The short-term choice (3-4 months) is linked with the preventive character against long-term unemployment.

The pathway includes at least a basis programme with 2 modules: a screening followed by a diagnosis and an orientation on the one hand, and an accompaniment by a VDAB consultant during the pathway on the other hand. The accompaniment can include training on active jobsearch techniques (see also B-25). Beneficiaries and expenditure of these two modules are recorded in this "Trajectwerking" measure. If necessary, the basis programme can be completed by training modules. But these are already recorded under category 2 (see B-40).

Through the "trajectwerking", all jobseekers are offered a pathway before they become LTU. A distinction is made between jobseekers relatively able to manage alone and those who need intensive support. A series of ICT are planned to help jobseekers of the 1st group to find work. Hence, more important means can be concentrated on the group of jobseekers needing more help.

Financing/support:

Regional government budget.

Eligibility:

Registered jobseekers under 25 (after 3 months in unemployment) and those over 25 (after 4 months in unemployment).

Legal basis:

Management Contract between the Flemish Government and the Flemish PES (VDAB).

Recent changes:

None

Supplementary information:

Target groups:	Registered jobseekers		Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i>	n.a.	Other cash benefits:	Unemployment benefit
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services		Area of Application:	Regional
Implementation:	<i>Year started:</i>	1999		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 58 **Crèches facilities (RW)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To offer childcare facilities to children whose parent(s) is engaged in a socio-vocational programme, either a job or a training.

Beneficiaries:

Unemployed and registered jobseekers.

Action/Instrument:

These facilities are limited to 3 months renewable once (i.e. 6 months), except for training where childcare services are offered for the duration of the programme.

This is an emergency and breakdown service for children aged between 0 and 12.

The crèches facilities (Maisons d'Enfants) have a pedagogical project and are agreed by the ONE (National office for childhood). The responsible of the crèche also supports the parent in reinsertion (in administrative and social procedures) and follows up the evolution of the situation.

Financing/support:

Public Employment Services

Eligibility:

Unemployed and registered jobseekers.

Legal basis:

FOREM Decree 1999.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> n.a.	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> 3 Months <i>Maximum:</i> 12 Months
Responsible institution(s):	Public employment services	Area of Application:	Regional
Implementation:	<i>Year started:</i> 1996 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 60 **Restructuring support programme (retraining units) (RW)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To support the retraining of the workers in case of important collective dismissals following a total or partial closing, or a bankruptcy.

Beneficiaries:

Unemployed, employed at risk, registered jobseekers.

Action/Instrument:

The management of these retraining units is locally ensured by tripartite committees including the FOREM, the employers or the sector and the trade unions. The social support of the workers is generally undertaken by trade unions' organisations. Results in terms of employment reinsertion are as follows: between 70 and 84% of cases in work or training.

Financing/support:

Regional government budget, European Social Funds.

Eligibility:

Workers victims of collective dismissals as defined by the Royal Decree of 24/05/1976: the employer has the obligation to inform officially the workers' representatives (CCT n°24) and the regional manager of the FOREM of the collective dismissals.

Legal basis:

Art. 7 and 12 of the Decree of 6/05/99. Art. 6 of the Walloon Government Decree of 12/05/87

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk, Registered jobseekers	Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> n.a.	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> 12 Months <i>Maximum:</i> 18 Months
Responsible institution(s):	State/regional government, Public employment services	Area of Application:	Regional
Implementation:	<i>Year started:</i> 1987 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 3 **Encouraging the unemployed to resume studying (Fed)**
Type of action: 2.1 Institutional training

Description:
Aim:

To encourage the unemployed to resume studying

Beneficiaries:

Long-term unemployed with low qualifications or unemployed studying in a sector where there is a shortage of labour

Action/Instrument:

Participants are able to resume full-time education whilst maintaining eligibility to unemployment benefit.

Financing/support:

Social security funds

Eligibility:

To qualify, an unemployed person must:

- have completed previous studies at least 2 years ago ;
- have been unemployed for at least one year during the 2 years preceding the resumption of studies, though this condition is not applicable for professions in which there is a significant shortage of labour;
- not hold a diploma or any higher education qualifications except where the diploma offers few prospects for employment.

Legal basis:

Royal decree of 25.11.91 on the regulation of unemployment supplemented by the royal decree of 22.11.95 and of 10.7.98.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU)		Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	Unemployment benefit
	<i>Registration continued:</i>	Yes		
Type of expenditure:	Transfers to individuals (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	1991		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 40 **Vocational training (RF)**
Type of action: 2.1 Institutional training

Description:
Aim:

Promote labour market integration through vocational training

Beneficiaries:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer (Flemish region)

Action/Instrument:

This measure covers the operating expenses of vocational training services in the Flemish region. Training may be provided in vocational training centres managed directly by the public employment service or established in co-operation with approved companies. Training can also take place directly within a company.

Financing/support:

Regional government budget

Eligibility:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer (Flemish region)

Legal basis:

Decree of the Flemish government of 21 December 1988, article 80 to 133 (MB of the 14.1.1989);

Recent changes:

None

Supplementary information:

Target groups:	Employed at risk, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> n.a.	Other cash benefits:	Other benefit
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government	Area of Application:	Regional
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 41 **Vocational training (RW)**
Type of action: 2.1 Institutional training

Description:
Aim:

To improve the employability of participants and promote their insertion (or maintenance) into employment by developing skills through training.

Beneficiaries:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer (Walloon region)

Action/Instrument:

This measure covers the operating expenses of vocational training services in the Walloon region. Training may be provided in vocational training centres managed directly by the public employment service or established in co-operation with approved companies. Training can also take place directly within a company.

Financing/support:

State/regional government budget

Eligibility:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer (Walloon region)

Legal basis:

Decree of FOREM 1999

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU), Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> n.a.	Other cash benefits:	Other benefit
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> 1 Months <i>Maximum:</i> 12 Months
Responsible institution(s):	State/regional government	Area of Application:	Regional
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 42 **Vocational training (RBC)**
Type of action: 2.1 Institutional training

Description:
Aim:

Promote labour market integration through vocational training

Beneficiaries:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer (Brussels regions)

Action/Instrument:

This measure covers the operating expenses of vocational training services in the Brussels region. Training may be provided in vocational training centres managed directly by the public employment service or established in co-operation with approved companies. Training can also take place directly within a company.

Financing/support:

Regional government budget

Eligibility:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer (Brussels region)

Legal basis:

Decree of the French Community Commission of 17.03.1994 (MB of 10.5.1994); decree of the College of the French Community Commission of 6.02.1997 (MB of 17.6.1997).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> n.a.	Other cash benefits:	Other benefit
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government	Area of Application:	Regional
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 43 **Vocational training (Fed)**
Type of action: 2.1 Institutional training

Description:
Aim:

Promote labour market integration through vocational training

Beneficiaries:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer

Action/Instrument:

This measure covers the operating expenses of vocational training services in the Brussels region. Training may be provided in vocational training centres managed directly by the public employment service or established in co-operation with approved companies. Training can also take place directly within a company.

Financing/support:

Central government budget

Eligibility:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer.

Legal basis:

Royal decree of 25.11.91 (MB of 31.12.91)

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> n.a.	Other cash benefits:	Unemployment benefit
Type of expenditure:	Transfers to individuals (Periodic cash payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 44 **Vocational training (CG)**
Type of action: 2.1 Institutional training

Description:
Aim:

Promote labour market integration through vocational training

Beneficiaries:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer.

Action/Instrument:

This measure covers the operating expenses of vocational training services in the German-speaking Community. Training may be provided in vocational training centres managed directly by the public employment service or established in co-operation with approved companies. Training can also take place directly within a company.

Financing/support:

Regional government budget

Eligibility:

Jobseekers, workers undertaking training outside normal working hours, and workers employed within the framework of "contrats emploi" (employment contracts) measure undertaking training at the request of their employer

Legal basis:

Decree of the German-speaking Community Executive of 12/06/1985.

Decree of 17/01/2000 on the creation of an employment agency in the German-speaking Community (Arbeitsamt)

Recent changes:
Supplementary information:

Target groups:	Unemployed, Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> n.a.	Other cash benefits:	Other benefit
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government	Area of Application:	Regional
Implementation:	<i>Year started:</i> 1985 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 7 **Support for the creation, extension and restructuring of enterprises (RW, RBC)**
Type of action: 2.2 Workplace training

Description:
Aim:

To maintain or expand employment by supporting the vocational training of jobseekers in companies in the process of start-up, expansion or restructuring.
 To provide technical and financial aid to industrial companies developing new technologies, new products or new manufacturing methods as part of an extension or restructuring of their activities and who are organising appropriate training.

Beneficiaries:

Long-term unemployed, low-qualified unemployed, disabled, beneficiaries of the minimex (minimum subsistence allowance), and employed persons at risk of losing their job (RW).
 Unemployed and employed at risk (RBC).

Action/Instrument:

This device for supporting in-company training applies in the Brussels-capital and Walloon regions.
 ORBEM (Office régional bruxellois de l'emploi) and FOREM (Office communautaire et régional de la formation professionnelle et de l'emploi pour la région Wallonne) contribute to the remuneration of the workers in training and the salaries of trainers. In both regions, there is a fixed ceiling to the maximum amount of aid per company. In the Walloon region, the aid varies between 30% and 70% of the wage costs according to the situation of the beneficiaries of the training (employed, new recruit, unemployed in receipt of benefit, long-term unemployed, disabled, etc.).
 The objective of the training is to facilitate improvement or restructuring of production systems of productions, or to support the establishment of new companies. In the Brussels-capital region the intervention may last for up to six months, whilst in the Walloon region training for between 40 and 200 hours is supported.

Financing/support:

Ear-marked taxes and state/regional budget.

Eligibility:

In the Brussels-capital region the vocational training must be carried out in companies of less than 250 employees and must: :
 - concern jobseekers placed by ORBEM and engaged on an open-ended contract;
 - concern jobseekers whose place of work is within the Brussels-capital regions;
 - must be undertaken either by one or more external (to the company) trainers, or by one or more members of staff with suitable qualifications.
 For the companies of less than 50 workers, the total volume of employment must be maintained.

In the Walloon region the training must

- have a technical character with view to applying new methods of work or new production procedures, including linguistic training necessitated by the technical training, or constitute training inherent to the introduction of a quality assurance system.

The company must be industrial or with an industrial character, have a headquarters in the Walloon region and:

- create at least three jobs in case of a new company
- maintain existing employment in case of expansion
- maintain 80% of existing employment in case of restructuring or the introduction of a quality assurance system

Legal basis:

RBC: Decree of the government of the Brussels-Capital region updating articles 76-81 of the Royal Decree of 20th December 1963 on employment and unemployment.

RW: Decree of the Walloon government (AGW) of 03/06/1993, M.B. of 14/08/1993; AGW of 30/03/1995 MB of 09/06/1995; AGW of 20/02/1997 MB of 07/03/1997; AGW of 18/12/1997 MB of 30/01/1998

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU CLD : Région wallonne; Travailleurs peu qualifiés : Rég. Bruxelloise.), Employed at risk, Registered jobseekers	Detailed target groups:	Disabled, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 6 Months
Responsible institution(s):	State/regional government	Area of Application:	Regional
Implementation:	<i>Year started:</i> 1995 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 13 **Training and integration contract (RW)**
Type of action: 2.2 Workplace training

Description:
Aim:

The placement of jobseekers with employers offering jobs in occupations which demand the implementation of a specific training programme in order to allow companies to develop a suitably qualified workforce.

Beneficiaries:

Registered unemployed

Action/Instrument:

Participants benefit from a training scheme of between 4 and 26 weeks drawn up by the employer with the assistance of the FOREM. During this period, the trainee remains registered as a jobseeker and continues to receive unemployment benefit, waiting allowance or the minimum subsistence allowance as appropriate. Subject to various conditions, FOREM provides the trainee with an allowance for travelling expenses and wage insurance. In addition, the employer pays the trainee an incentive corresponding to the difference between the taxable wages of the occupation being studied and the current income of the trainee. The trainee receives 60%, 80% or 100% of this amount depending on whether he/she is in the first, second or third term of the contract.

The employer is obliged to:

- employ the trainee, directly after the training period, under a contract of employment applicable to the occupation learned and in accordance with the conditions of employment in force within the company. The contract must be for a at least the same duration as the training and integration contract.
- ensure that the training and integration contract results in an increase the overall number of staff in the company throughout the period of the contract.

Financing/support:

Ear-marked taxes, state/regional government budget.

Eligibility:

Registered unemployed

Legal basis:

Order of the Walloon government of 18.7.1997 (MB of 9.8.1997); Decree of the Walloon government of 11.12.1997 (MB of 30.1.1998)

Recent changes:

None

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	Yes		
Type of expenditure:	Transfers to individuals (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 26 Weeks
Responsible institution(s):	Central government		Area of Application:	Regional
Implementation:	<i>Year started:</i>	1998		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 29 **Tutorial (RBC)**
Type of action: 2.2 Workplace training

Description:
Aim:

To facilitate vocational integration through in-work training supervised by a tutor

Beneficiaries:

Jobseekers taken on by companies within the framework of a labour market measure.

Action/Instrument:

Companies of less than 250 persons in the Brussels-Capital region who take on a worker in full-time training within the framework of a labour market measure (transition-to-work, job-training agreement, socio-vocational integration programme), can benefit from a monthly aid corresponding to 20% of the gross salary of the tutor responsible for the training (subject to a maximum amount). The aid is payable for a maximum of 6 months.

Financing/support:

State/regional government budget

Eligibility:

The following are considered as workers in training:

- jobseekers whose engagement within the company gives rise to an intervention paid by ORBEM (transition-to-work subsidy or aid for the creation, extension or restructuring of companies);
- jobseekers engaged by the company within the framework of a job-training agreement ;
- jobseekers engaged by the company under a regular employment contract, who follow a socio-vocational integration programme with an element of training provided within the framework of a partnership agreement with ORBEM.

Legal basis:

Order of 1.07.1993; Decree of 8.12.1994; Decree of 4.09.1996; Decree of 28.05.98; Decree of 15.07.98.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed	Detailed target groups:	Youth, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 6 Months
Responsible institution(s):	State/regional government	Area of Application:	Regional
Implementation:	<i>Year started:</i> 1995 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 8 **Alternance training (Fed)**
Type of action: 2.3 Integrated training

Description:
Aim:

Promote labour market integration of young people through alternance training

Beneficiaries:

Young unemployed (under 25) with low qualifications

Action/Instrument:

This measure includes two devices in relation to alternance training :

- Young people aged 18-25 can conclude an employment-training agreement lasting at least one and at most three years, which includes two elements : an open-ended employment contract specifying at least half-time hours and an agreement by the employer to allow the young person to undertake training. Throughout the term of the agreement, the employer benefits from a reduction in the employers social security contributions.

- Young people aged 15-18 can benefit from the course "Learning how employees work", which is concluded through an apprenticeship contract between the employer and the apprentice. The apprentice receives hands-on training in a company supplemented by complementary theoretical courses taught within a reduced schedule. The training is approved by the joint committee of apprenticeship for the relevant sector. The apprentice receives an allowance corresponding to part of the guaranteed minimum wage for occupation concerned. This allowance increases as the training progresses and is paid by the employer, who is exempted from employers social security contributions.

Financing/support:

Central government budget and ear-marked taxes.

Eligibility:

- Employment training agreement (federal): Jobseekers no longer in compulsory education and up to 25 years old and who do not have any diploma of higher education, university education or diploma or certificate of higher secondary technical education.

- "Learning how employees work": Young people between 15/16 and 18 years in part-time compulsory education. The joint committees of apprenticeship can, however, approve the conclusion of an apprenticeship contract for some people aged over 18.

Legal basis:

Royal decree n° 495 of 31 December 1986 (MB of 23.01.1987)

Recent changes:

None

Supplementary information:

Target groups:	Unemployed	Detailed target groups:	Youth, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Reduced social contributions)	Planned duration:	<i>Typical:</i> 1 Years <i>Maximum:</i> 3 Years
Responsible institution(s):	Local government	Area of Application:	National
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 9 **Alternance training and springboard projects (CFI)**
Type of action: 2.3 Integrated training

Description:
Aim:

Promote labour market integration of young people through alternance training

Beneficiaries:

Young people aged 15-18 in part-time education, young people aged 15-25 with difficulties in finding a job

Action/Instrument:

Several types of training in alternation are included in this measure implemented by the Flemish Community.

1) Alternance training for young people (aged 15/16) in compulsory education allows participants to complete compulsory education whilst working part-time for employers in different sectors. The young person thus benefits from in-company training corresponding to that given at the school, and in return the employer receives a training allowance.

2) The « part-time education experience » allows young people from 18- 25 to conclude an employment-training agreement with an employer, where the employment component is at least half-time and the remainder of the time is devoted to part-time schooling.

3) The « Springboard projects » offer young jobseekers an individual support plan, which can include preparation for a period of work-experience, intensive support during the work-experience, and participation in training. During the training period (at most 40 weeks), the young person receives a monthly training allowance from the sponsor.

Financing/support:

Ear-marked taxes, state/regional government budget.

Eligibility:

- Alternance training: Young people in part-time compulsory education. From the age of 16 (and in certain cases from 15) the requirement for compulsory education can be satisfied through part-time training.

- Part-time education experience : Young people aged from 18- 25 years in secondary education (program of teaching reduced to the level of the second or third degree of professional secondary education or higher technical secondary education).

- Springboard projects : Young persons unable to find employment through the regular methods of placement.

Legal basis:

Decrees of the Flemish Ministry of Education

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Inactive	Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 40 Weeks
Responsible institution(s):		Area of Application:	Regional
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 2 - Training
Measure n°/name: 10 **Alternance training (RW)**
Type of action: 2.3 Integrated training

Description:
Aim:

To promote vocational integration of young people through alternance training

Beneficiaries:

Young people in part-time compulsory education (aged 15-18) or with difficulties in finding a job (aged 18-25)

Action/Instrument:

The measure offers alternance training programmes leading to a recognised occupational qualification. Employers and approved training providers concluding an approved contract (industrial apprenticeship contract, vocational integration agreement, employment/training agreement, etc.) of at least 180 days duration, receive a fixed rate subsidy per participant. The employers are also exempted from part of the employers social contributions due in respect of each trainee. The trainee receives an allowance (part of the guaranteed minimum wage) paid by the employer, which increases as the training progresses.

Financing/support:

Ear-marked taxes, state/regional government budget.

Eligibility:

The group targeted by alternance training includes young people aged 15-18 in part-time compulsory education and jobseekers aged 18-25 who want to learn a trade. This group has difficulties in entering the labour market - particularly school-leavers with low qualifications.

Legal basis:

Decision of the Walloon government of 20 June 1996

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Inactive		Detailed target groups:	Youth, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to employers (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Local government		Area of Application:	Regional
Implementation:	<i>Year started:</i>	1996		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 3 - Job rotation and job sharing
Measure n°/name: 32 **Promoting reintegration of the unemployed through redistribution of work (RF)**
Type of action: 3.1 Job rotation

Description:
Aim:

To promote the redistribution of work by freeing places for the unemployed

Beneficiaries:

Employees reducing their working hours

Action/Instrument:

An incentive is paid to workers who switch to part-time occupation or request a career break. The reduction of working time must be carried out within a framework approved by the federal Ministry for Employment and/or by the Flemish government. The incentive can be paid for up to two years and varies in amount according to the level of, and reason for, the reduction in working time. The reduced benefits had to become effective at latest on 31 December 1998 (pilot measure).

Financing/support:

State/regional government Budget

Eligibility:

For the 6 months immediately preceding the application for an allowance, the employee must have been continuously employed on the basis of the same amount of hours as those worked at the time of the claim. Furthermore, as of the point in time when reduced hours are worked, the employee is no longer entitled to a career break.

Career breaks can only be requested for one of the following reasons:

- participation in a training measure;
- care of children aged under 8;
- emergency care of another person;
- entry into self-employment;
- voluntary work;
- sociocultural work.

Legal basis:

Decree of the Flemish government of 1st February 1995 (MB of 10.3.1995); decree of the Flemish government of 22 October 1996 (MB of 15.2.1997).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):		Area of Application:	Regional
Implementation:	<i>Year started:</i> 1995 <i>Year ended:</i> 2001		

Identification:

Country: Belgium **Year:** 2001 **Category:** 3 - Job rotation and job sharing
Measure n°/name: 15 **Career break (Fed, RF)**
Type of action: 3.1 Job rotation
 3.2 Job sharing

Description:
Aim:

To improve the conditions of employment in order to encourage workers to take a temporary break or reduction in their professional activity

Beneficiaries:

Jobseekers and workers reducing or interrupting their activity.

Action/Instrument:

Action at the federal level :

The career break allows the worker to stop or temporarily reduce his/her professional activity with the double guarantee of keeping part of his/her income and keeping his/her job at the end the leave period. Workers on a career break are replaced by unemployed persons.

Action in the Flemish region :

An incentive is paid to workers reducing their working hours to work part-time in order to redistribute work to full-time unemployed persons in receipt of benefit. Workers can reduce their working hours by a minimum of 10 up to 50%.

Financing/support:

Ear-marked taxes, central government budget, state/regional budget.

Eligibility:

Employees who have been in full or part-time work with the same employer for at least 12 months.

Legal basis:

Law of 22 January 1985, articles 99-107 (MB of 24.1.1985)

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk	Detailed target groups:	Re-entrants/lone-parents
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments), Transfers to employers (Reduced social contributions)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government, Public employment services	Area of Application:	National, Regional
Implementation:	<i>Year started:</i> 1985 <i>Year ended:</i> 2001		

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 39 **Part-time workers receiving income guarantee allowance**
Type of action: 4 Employment incentives

Description:
Aim:

To encourage unemployed persons to accept a part-time job instead of a full-time one.

Beneficiaries:

Unemployed

Action/Instrument:

Unemployed persons who return to work part-time can benefit from a guaranteed minimum income. The allowance is paid at rate equal to the difference between the net monthly wage and the unemployment benefit that would have been received if he/she had been full-time unemployed, together with supplements depending on family circumstances (head of family, living alone, cohabiting). The net value of the income guarantee allowance cannot exceed 90% of the unemployment benefit pay due if he/she had been full-time unemployed during the month in question.

Financing/support:

Central government budget

Eligibility:

Unemployed in receipt of unemployment benefit.

Legal basis:

Royal decree of 25 November 1991, in particular Article II, Chapters I and IV (MB of 31.12.1991); ministerial decree of 26 November 1991 (MB of 25.1.1992).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	Yes		
Type of expenditure:	Transfers to individuals (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	1993		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category:** 4 - Employment incentives
Measure n°/name: 22 **Plan +1, +2, +3 (Fed)**
Type of action: 4.1 Recruitment incentives

Description:
Aim:

To encourage employers to recruit a first, second and third employee.

Beneficiaries:

Unemployed persons claiming full benefit, long-term unemployed, persons in receipt of the minimex (minimum subsistence allowance), disabled and qualified apprentices under 30.

Action/Instrument:

Employers recruiting an eligible person on an open ended contract (full- or part-time) benefit from reductions in employers social contributions as follows :

For the first employee :

- 100% for the quarter in which the employment commenced and the four ensuing quarters;
- 75% from the 5th through the 8th quarter;
- 50% from the 9th through the 12th quarter.

For the second employee :

- 75% for the quarter in which the employment commenced and the four ensuing quarters;
- 50% from the 5th through the 8th quarter;
- 25% from the 9th through the 12th quarter.

For the third employee:

- 50% for the quarter in which the employment commenced and the four ensuing quarters;
- 25% from the 5th through the 8th quarter.

In addition, for the first employee, the employer receives a flat-rate benefit to cover the costs incurred by an authorised social secretariat for the administration of the first employee.

Financing/support:

Central government budget and ear-marked taxes.

Eligibility:

The new employer must recruit a jobseeker as a first employee who, at the time of his recruitment, is in one of the following situations:

- unemployed and claiming full unemployment benefit;
- unemployed, not claiming unemployment benefit and registered as unemployed at FOREM, VDAB or ORBEM for over a year;
- has completed an apprenticeship, aged less than 30 and fulfils the requirements for entitlement to unemployment benefits (with the exception of those for the waiting allowance);
- unemployed and during the 2 years before his recruitment was mainly employed on a self-employed basis;
- in receipt of the minimex or social assistance for the previous 6 months;
- registered as being disabled at the Community Fund for the Social and Vocational Integration of Disabled Persons;
- unemployed and drawing partial benefits without interruption for the past 18 months (12 months if aged 40 or over) after a period of voluntary part-time work.

Legal basis:

Title III, Chapter VII of the Programme Law of 30.12.1988 (MB of 5.1.1989); Royal Decree of 14.3.1997 (MB of 29.3.1997).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU), Inactive	Detailed target groups:	Disabled, Public priorities and other groups
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Reduced social contributions)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 24 **Employment agreements (Fed)**
Type of action: 4.1 Recruitment incentives

Description:
Aim:

To encourage companies to conclude agreements relating to the organisation of work and with the aim of increasing employment

Beneficiaries:

Jobseekers

Action/Instrument:

The regulation for employment agreements aims to encourage sectors and companies to enter into agreements which would lead to a clear increase in employment. Employers are granted a reduction in their contributions for every additional net recruitment throughout the period of validity of the agreement.

Agreements must contain at least two measures which can lead to the recruitment of additional workers, and at least one of these must be selected from among the following employment promotion measures:

- introduction of the right to a full career break or a transfer to part-time employment above and beyond the compulsory regulation on the introduction of such career breaks for at least 1% of the workforce or the regulations already applying in the sector in question on 31 December 1996;
- introduction of voluntary part-time employment in the context of job-sharing;
- introduction of generally applicable working-time reduction including early introduction of the 39-hours week;
- introduction of a flexible working-time regime accompanied by limitations on additional work;
- introduction of an additional educational measure for employees during working hours;
- introduction of the right to part-time early retirement above and beyond the regulations already applying in the company.

For all new workers taken on after 31 December 1996, companies having followed the correct procedures are entitled to a quarterly reduction in social security contributions or 20% of the average gross quarterly wage of the employees in the company (additional employment support). In both cases, however, the reduction may not exceed the total sum of the employers social security contributions due in respect of the employee in question.

Financing/support:

Central government budget and ear-marked taxes.

Eligibility:
Legal basis:

Law of July 26, 1996 on employment promotion and the preventive safeguarding of competitiveness, Articles 29-36 (MB of 1.8.1996)

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Reduced social contributions)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):		Area of Application:	National
Implementation:	<i>Year started:</i> 1996 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 28 **Transition-to-work subsidy (RBC)**
Type of action: 4.1 Recruitment incentives

Description:
Aim:

To encourage the recruitment of low-qualified job seekers in RBC and learning of skills.

Beneficiaries:

Low qualified job seekers experiencing difficulties in finding a job (Long-term unemployed, young people, older unemployed persons aged over 45)

Action/Instrument:

Provide a subsidy to private undertakings and ASBLs based in Brussels, or with a branch there who hire young people under a job-training agreement (Royal decree No 495), or specific categories of job seekers and provide them with vocational training, recognised by ORBEM, within the enterprise. The public authorities must not play a major role in the financing or management of these undertakings.

Companies based in the Brussels-Capital region which employ fewer than 250 workers are eligible for a transition-to-work subsidy when they recruit job seekers registered with ORBEM-BGDA.

To be hired under Royal decree 495, the job seeker must be from 18 to under 25 and must have been unemployed for at least 24 months.

An individual hired on a permanent full-time basis linked with a training programme lasting at least 240 hours and approved by the ORBEM-BGDA must not have a higher secondary school diploma (except for DEs who are in part-time compulsory education).

Moreover, the new recruit must belong to one of the following 4 categories: in part-time compulsory education, between 18 and 24 and out-of-work for less than 10 months, between 18 and 45 and out-of-work for between 10 months and 2 years, or 46 or over and out-of-work.

The subsidy is BEF 10 000 for 12 months for young job seekers hired under Royal Decree No 495 or in part-time compulsory education. In the other three cases, it is worth BEF 20 000.

Financing/support:

Regional government budget

Eligibility:

A job seeker who is "difficult to place" covers:

- job seekers still in part-time compulsory education;
- job seekers aged 18-24 and unemployed for less than 10 months;
- job seekers aged 18-45 and unemployed for at least 10 months but not more than 2 years;
- unemployed job seekers aged over 45;

In addition, the job seeker must not have any diploma or other qualifications of higher secondary level.

Legal basis:

Decree of the government of the Brussels-Capital region of 19 May 1994. Decree of 18 July 1996. Decree of 19 September 1996.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU)	Detailed target groups:	Youth, Older
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments)	Planned duration:	<i>Typical:</i> 12 Months <i>Maximum:</i> Not available
Responsible institution(s):		Area of Application:	Regional
Implementation:	<i>Year started:</i> 1994 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 47 **First job agreement (Fed)**
Type of action: 4.1 Recruitment incentives

Description:
Aim:

To offer young people either a job, or a combination job-training, or an apprenticeship as soon as possible.

Beneficiaries:

Young persons under 25, jobseekers under 30.

Action/Instrument:

This programme must help young persons

- to avoid unemployment;

- to improve their education and obtain the vocational qualification necessary for a sustainable insertion in the labour market.

This objective corresponds both to the Employment Guideline 1 as well as to the specific needs of the Belgian labour market.

The plan for young people employment was the subject of a cooperation agreement with the regions. This agreement deals with regional and community initiatives in terms of placement and training for young people without a secondary school diploma (the insertion course substituting the support plan for unemployed) and with the role of the subregional committees for employment.

Both private and public employers have the obligation to hire a minimum number of young persons in the context of this agreement: this constitutes the main principle of the programme. If the young persons are low qualified, the employer can benefit from a specific reduction in his charges.

Financing/support:

Central government budget.

Eligibility:

Young persons under 25, jobseekers under 30.

Legal basis:

Law of 24/12/1999

Recent changes:

None

Supplementary information:

Target groups:	Registered jobseekers		Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to employers (Reduced social contributions)		Planned duration:	<i>Typical:</i> Not available
				<i>Maximum:</i> Not available
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	2000		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 16 **Recruitment subsidy (RBC)**
Type of action: 4.1.1 Permanent

Description:
Aim:

To encourage firms to take on certain groups of unemployed

Beneficiaries:

Long-term unemployed, young people, older unemployed aged 46 or over registered with ORBEM and poorly qualified.

Action/Instrument:

In the Brussels-Capital region, a monthly subsidy is paid for up to 12 months in respect of the recruitment of an eligible jobseeker. The recruitment must represent a net increase in the manpower of the company compared to the average over the four calendar quarters prior to the recruitment and the manpower level must stay at or above this average plus the number of workers qualifying for the subsidy throughout the period of the subsidy.

The number of jobseekers for whom the subsidy can be claimed is restricted to 1 if the company employs less than 10 workers, 2 for companies with 10-19 workers and 10% of the net manpower for companies with more than 20 employees.

Financing/support:

Ear-marked taxes, state/regional budget.

Eligibility:

Unemployed jobseekers registered with ORBEM who have no diploma or other higher secondary qualifications and who belong to one of the four following categories :

- in part-time compulsory education ;
- aged 18-24 and out of work for at least 10 months ;
- aged 18-45 out of work for between 10 months and 2 years ;
- aged 46 or more and out of work .

The company must have its headquarters in the Brussels-Capital region and employ no more than 250 people. In order to qualify for the subsidy, the enterprise must also

- have submitted details of the vacancy to ORBEM
- taken-on the jobseeker on an open-ended contract
- have fulfilled the requirements relating to youth traineeships.
- employ the worker in the Brussels-Capital region.

Legal basis:

Order of 29 August 1991 (M.B of 8.10.1991); decree of the executive of the Brussels-Capital region of 17 October 1991 (MB of 15.11.1991)

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU)		Detailed target groups:	Youth, Older, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to employers (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 12 Months
Responsible institution(s):			Area of Application:	Regional
Implementation:	<i>Year started:</i>	1991		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 23 **Recruitment benefits (Fed)**
Type of action: 4.1.1 Permanent

Description:
Aim:

To encourage the recruitment of certain categories of unemployed

Beneficiaries:

Persons unemployed for more than 12 months (6 months for those aged over 50), and persons claiming the minimex (minimum subsistence allowance) for 12 months

Action/Instrument:

Employers recruiting workers who fulfil the necessary conditions benefit from a reduction in employers social contributions.

If the worker was either unemployed claiming full benefits or was claiming the minimex or social assistance for 12 months prior to recruitment the reduction amounts to

- 75% during the quarter in which employment commenced until the end of the 4th subsequent quarter;
 - 50% for the period between the 5th and 8th quarters inclusively, subsequent to the quarter in which employment commenced.
- The same rates of reduction apply for the recruitment of a jobseeker belonging to one of the aforementioned groups.

If the worker was either unemployed claiming full benefits or was claiming the minimex or social assistance for 24 months prior to recruitment the reduction increases to

- 100% during the quarter in which employment commenced until the end of the 4th subsequent quarter;
- 75% for the period between the 5th and 8th quarters inclusively, subsequent to the quarter in which employment commenced.

For jobseekers who have at least fulfilled the conditions on periods of unemployment for 6 months and who are older than 50 years of age, the reduction in contributions amounts to:

- 50% for the quarter in which the employment commenced and for the four ensuing quarters;
- 25% from the 5th quarter onwards for an unlimited duration.

Financing/support:

Central government budget and ear-marked taxes.

Eligibility:

The jobseeker must be in one of the following situations at the time of the recruitment:

- unemployed and claiming full benefits for at least 12 months ;
- receiving the minimex (minimum subsistence allowance) or social assistance for at least 12 months ;

In order to offer further support for the integration of older unemployed, the same benefits are also applicable to persons over 50 who are unemployed and have been claiming full benefits for at least 6 months.

Legal basis:

Title IV, Chapter II of the Law of 21.12.1994 (MB of 23.12.1994); Royal Decree of 23.12.1994 (MB of 31.12.1994); Royal Decree of 27.12.1994 (MB of 30.12.1994); Royal Decree of 30.3.1995 (MB of 11.4.1995).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU)		Detailed target groups:	Youth, Older, Re-entrants/lone-parents
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to employers (Reduced social contributions)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):			Area of Application:	National
Implementation:	<i>Year started:</i>	1994		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 35 **Traineeships for young people (Fed)**
Type of action: 4.1.1 Permanent

Description:
Aim:

To facilitate the vocational integration of young people through traineeships in companies or administrations.

Beneficiaries:

Registered jobseekers aged under 30 not having worked for six months or seeking their first job.

Action/Instrument:

Enterprises and non-profit-making organisations with at least 50 employees are obliged to take on a number of trainees corresponding to 3% of their workforce. Young jobseekers aged under 30 are employed full- or part-time traineeships which last for 6-months (renewable once) in the private sector or 12 months (not renewable) in the public sector.

Trainees receive an allowance throughout the traineeship equivalent to 90% of the starting wage of a worker employed for the equivalent function. In the private sector, employers who subsequently take on the young person on an open-ended contract benefit from a 10% reduction in the employers social contributions provided that the post represents a net increase in the manpower of the company.

At least half of the traineeships are reserved for young persons who have been registered as looking for work for at least 9 months and who have signed a contract on initial vocational experience. Where this type of contract is made on a part-time basis, the employer may deduct a fixed amount from the net monthly wage with the difference being paid to the trainee by ONEM.

Financing/support:

Central government budget and ear-marked taxes.

Eligibility:

Registered jobseekers aged under 30 not having worked for six months or seeking their first job.

Legal basis:

Royal decree n° 230 of 21 December 1983 (MB of 28.12.1983).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed	Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	Other cash benefits:	Unemployment benefit
Type of expenditure:	Transfers to employers (Reduced social contributions)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):		Area of Application:	National
Implementation:	<i>Year started:</i> 1976 <i>Year ended:</i> 2001		

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 55 **Integration through temp agencies (RBC)**
Type of action: 4.1.1 Permanent

Description:
Aim:

The temporary work integration scheme is designed to use social benefits to enable temping agencies to hire long-term unemployed under full-time permanent contracts.

Beneficiaries:

To be eligible, individuals must meet one of the following conditions:

- be currently receiving the minimex, or have received it in the 40 days prior to being hired;
- be currently receiving social benefits and be recorded in the population register, or have received benefit in the 40 days prior to being hired;
- be employed under Article 60(7) or have been employed under it in the 40 days prior to being hired.

Action/Instrument:

The CPAS carries out an initial selection of the existing or new beneficiaries, on a volunteer basis. On the basis of this selection, applicants will be directed to the temping agency which will make the final selection.

The temping agency, as an employer, hires the worker on a permanent full-time contract.

The agency guarantees the right to work for two years. This contract is regulated by the Law on employment contracts of 3 July 1978.

When the temping agency, in its role as an employer, makes the worker available for work, the latter is paid the wages due under the Law on temporary work of 24 July 1987. Workers receive the usual wages paid by the undertaking where they have been placed.

When workers at due not have a placement, they are paid the wages to under the collective agreement on work of 29 September 2000, which sets out the wages for temporary workers who have not been placed. This agreement sets workers gross monthly pay at €1140.23. After 97 days of work, this amount increases by 5%.

Financing/support:

The CPAS pays a monthly sum of €405.79 to the temping agency for 24 consecutive months.

The agency must ensure the following conditions are met:

- the worker must belong to the target group;
- the worker must be taken on under a full-time permanent contract;
- the agency guarantees the CPAS that the worker in question has the right to work for two years.

The minimex (monthly minimum subsistence allowance) or social assistance are paid out at a flat rate.

Nonetheless, at the beginning and end of the contract, the amount is paid out in proportion to the days actually worked.

The CPAS may pay a subsidy of no more than €247.89 per month to the temping agency for no longer than 12 months to cover the expenses incurred by the agency to train and/or provide support to the workers in question.

Eligibility:

To be eligible, individuals must meet one of the following conditions:

- be currently receiving the minimex, or have received it in the 40 days prior to being hired;
- be currently receiving social benefits and be recorded in the population register, or have received benefit in the 40 days prior to being hired;
- be employed under Article 60(7) or have been employed under it in the 40 days prior to being hired.

Legal basis:

- Articles 15d to 15f and 16 to 18 of the Royal Decree of 9 February 1999 (I) in implementation of Article 2(5), subparagraph 1, of the Law of 7 August 1974 instituting a right to a minimum subsistence allowance, as amended by the Royal Decree of 28 September 2000.

- Articles 15d to 15f and 16 to 18 of the Royal Decree of 9 February 1999 (II) in implementation of Article 57c of the Law of 8 July 1976 on public social assistance centres, as amended by the Royal Decree of 28 September 2000.

Articles 194,195, 204,205 and 208 of the Law of 12 August 2000 laying down social, budgetary and miscellaneous provisions.

Royal Decree of 25 September 2000, in implementation of Articles 188, subparagraph 2, and 194(1), subparagraph 2, of the Law of 12 August 2000 laying down social, budgetary and miscellaneous provisions, and Article 7(1), subparagraph 3, point (m), of the Decree Law of 28 December 1944 on social security for workers.

Recent changes:

None

Supplementary information:

Target groups:	Registered jobseekers		Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	n.a.	Other cash benefits:	Unemployment benefit, Other benefit
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to employers (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 24 Months
Responsible institution(s):	Central government, Public employment services		Area of Application:	Regional
Implementation:	<i>Year started:</i>	2001		
	<i>Year ended:</i>	Ongoing		

Source: Eurostat LMP database. Date of extraction: 13 November 2003

Further reading: *European Social Statistics, Theme 3, Labour market policy - expenditure and participants.*

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 56 **Wage-subsidies for integration enterprises (RBC)**
Type of action: 4.1.1 Permanent

Description:
Aim:

Undertakings reintegrating unemployed workers and have been certified by the government of the Brussels-Capital region may receive a wage-cost subsidy for four consecutive years when they hire a job seeker who meets certain conditions.

Beneficiaries:

Job seekers must have met these conditions if they have been employed for less than five years by the undertaking, or they must meet them at the time that they are hired: the registered at the Brussels region office for employment (ORBEM) for at least one year, or be registered at the ORBEM and be receiving the minimex or social assistance from the CPAS; not have an upper secondary school leaving certificate; not have worked more than 150 hours or one month as an employee, or three months as an independent worker, in the 12 months prior to being hired.

Action/Instrument:

The undertaking must have submitted details of the vacancy to ORBEM prior to hiring the employee, taken-on the job seeker on a permanent contract, employ the worker in the Brussels-Capital region, and have its headquarters in the Brussels-Capital region.

Financing/support:

The subsidy is paid quarterly. For the first year, it is worth BEF 22 500 per month for a job seeker hired on a full-time basis. For the second, 18 875 BEF. For the third, 11 250 BEF, and for the last year, 5 625 BEF.

Regional Ministry for the Economy and Employment also makes a degressive contribution to the administration of these undertakings, and loans with preferential conditions can be obtained from the Brussels Société régionale d'investissement.

Eligibility:

Job seekers must have met these conditions if they have been employed for less than five years by the undertaking, or they must meet them at the time that they are hired: the registered at the Brussels region office for employment (ORBEM) for at least one year, or be registered at the ORBEM and be receiving the minimex or social assistance from the CPAS; not have an upper secondary school leaving certificate; not have worked more than 150 hours or one month as an employee, or three months as an independent worker, in the 12 months prior to being hired.

Legal basis:

Order of 22 April 1999. Decree of the government of the Brussels-Capital region of 27 May 1999.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed	Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> n.a.	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments)	Planned duration:	<i>Typical:</i> 48 Months <i>Maximum:</i> Not available
Responsible institution(s):		Area of Application:	Regional
Implementation:	<i>Year started:</i> 2000 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 17 **Recruitment of unemployed persons by SMEs in the context of economic expansion (RW, RBC)**
Type of action: 4.1.2 Temporary

Description:
Aim:

To facilitate the recruitment of unemployed persons in projects aimed at the economic expansion of SMEs.

Beneficiaries:

Unemployed aged 40 or over and in receipt of benefit in the Brussels-Capital and Walloon regions.

Action/Instrument:

* Brussels-Capital region:

This consists of financial aid from ORBEM for:

- industrial or commercial undertakings with from 3 to 100 staff who, either alone or with the assistance of a public or private party, implemented a project intended to promote exports outside the EU and/or develop new products or procedures and/or save energy and/or raw materials;

- bodies whose purpose is to assist and advise these undertakings.

The undertakings are completely free to choose their personnel (at least one half-time employee and at most three full-time employees) provided that they are full-time unemployed and have been receiving benefits (or considered as such) registered at the ORBEM.

For a maximum of two years, the ORBEM will pay part of the wages of the workers hired and the related social contributions. These individuals must be full-time unemployed and the receiving benefits.

ORBEM's contribution is:

- 90% of wages and social contributions for the first year, and 75% the second year, for undertakings that are receiving assistance from a public or private body and for bodies providing assistance;

- for undertakings carrying out other projects, only 50% of wages and social contributions are covered.

* Walloon region:

SMEs taking on up to 5 unemployed persons in economic expansion projects (technical innovation, exports, quality assurance) receive a degressive allowance for up to 3 years in relation to wages and social contributions.

Also within the framework of this measure, the region may, for a maximum of two years, provide bodies offering technical assistance to new or existing SMEs with degressive support for the wage costs of up to 8 unemployed persons hired with a view to improving or expanding their services.

Financing/support:

Ear-marked taxes, state/regional government budget.

Eligibility:

Unemployed persons claiming full benefit and recruited by companies with less than 250 workers (100 in the Brussels-Capital region) or by bodies providing technical assistance to SMEs.

Legal basis:

Royal decree No 123 of 30 December 1982 and Royal Decree No 258 of 31 December 1983.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to employers (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 24 Months
Responsible institution(s):	Public employment services		Area of Application:	Regional
Implementation:	<i>Year started:</i>	1983		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 5 - Integration of the disabled
Measure n°/name: 36 **Work and rehabilitation for disabled persons (RF, RW, RBC)**
Type of action: 5 Integration of the disabled

Description:
Aim:

To facilitate the vocational integration of disabled persons through training and placement in work

Beneficiaries:

Disabled workers

Action/Instrument:

Disabled workers benefit from training organised by the employment services or approved training centres. Participants are also granted allowances and wage-supplements during a follow-up of the training. Upon recruitment of a disabled person, employers may be granted a wage subsidy and a reduction in employers social security charges.

Financing/support:

State/regional government budget

Eligibility:
Legal basis:

Decree of the Commission of the French Community of 4.3.99. Decree of the Walloon Regional Council of 6.4.95. Decree of the Flemish Council of the 27.6.90. Decree of the Council of the German-speaking Community of 19.6.90.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk, Inactive, Registered jobseekers	Detailed target groups:	Disabled
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 1 Years
Responsible institution(s):		Area of Application:	Regional
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 5 - Integration of the disabled
Measure n°/name: 49 **Socio-vocational guidance service: social consultations (RBC)**
Type of action: 5.3 Other rehabilitation and training

Description:
Aim:

To find an appropriate employment for less valid jobseekers or those facing important difficulties to go back to a normal professional activity.

Beneficiaries:

Unemployed, long-term unemployed, inactive.

Action/Instrument:

The task of the social consultation service, integrated in the socio-vocational guidance service of the ORBEM, is to facilitate the vocational integration (as complete as possible), whatever the origin, the type and the level of the mental or physical handicap, and by the same time to facilitate the social insertion and the professional opening of the jobseeker. It aims at finding the jobseeker a job in adequacy with his professional skills, objectives and health state. Several steps are foreseen according to the individual insertion project. The duration of the programme can spread over several years and includes a follow-up once a job is found.

Financing/support:

Regional government budget.

Eligibility:

Jobseekers with a physical handicap of 30% or a mental handicap of 20% recognised by specialised public service; or recognised by a doctor of the PES as having a reduced (or very partial) capacity to work due to health problems; or facing difficulties of a physical, mental, psychological nature to integrate in the ordinary labour market. The programme also supports jobseekers whose handicap or health problem is not recognised at the beginning of the accompaniment.

Legal basis:

Royal decree of 20.12.1963.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU), Inactive	Detailed target groups:	Disabled, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> <i>Registration continued:</i>	n.a. n.a.	Other cash benefits: None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services	Area of Application:	Regional
Implementation:	<i>Year started:</i> 1989 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 6 - Direct job creation
Measure n°/name: 14 **Third working circuit (RW, RBC, CG)**
Type of action: 6.1 Permanent

Description:
Aim:

To reduce structural unemployment through job creation in the non-market sector

Beneficiaries:

Persons unemployed long-term or aged over 40, persons in receipt of the minimex (minimum subsistence allowance) for 6 months or aged over 40

Action/Instrument:

In the Brussels-Capital region, the region pays part of the wage and social security costs for workers employed within a TCT (Troisième circuit du travail) project. Activities carried out in TCT projects must:

- be of public or social benefit or of cultural interest;
- satisfy community needs which would not otherwise be met;
- have no profit-making aims.

The Walloon region has regional projects for integration into the labour force (the PRIME programme). The eligible job seekers are employed in the non-profit sector on one to three-year contracts or on renewable contracts for one month to under one year. The region pays the wages and social security contributions of the worker after deduction of the employer's share, which varies according to the level of training of the unemployed person recruited. A reduction of, or even an exemption from, this contribution may be granted, subject to certain conditions (e.g. recruitment of long-term unemployed, instructors or teachers active in vocational training, in vocational integration or reintegration).

In the German-speaking community, the PRIME project was transformed into ACS in 2001.

Financing/support:

Ear-marked taxes, state/regional government budget.

Eligibility:

* Brussels-Capital region:

- unemployed persons claiming full unemployment benefit for at least 2 of the last 4 years;
- unemployed persons claiming full unemployment benefit or recipients of the minimex aged 40 or over (subject to a means test);
- persons receiving the minimex for at least 6 months (subject to a means test);

* Walloon region:

- persons receiving the minimex for at least 6 months (subject to a means test);
- full-time unemployed who have forfeited their claim to unemployment benefit or unemployed receiving benefits on a provisional basis for at least 1 year;
- unemployed in voluntary part-time employment or employed in a sheltered workshop or working through the TCT and employed for at least 1 year by the employer concerned.

Legal basis:

Royal decree No 25 of 24 March 1982 (amended in 1984, 1986 and 1987) and Decree of the executive of the Brussels-Capital region of 17 July 1991

Recent changes:

This measure is no longer applicable in the Flemish region.

Supplementary information:

Target groups:	Unemployed (LTU), Inactive	Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government	Area of Application:	Regional
Implementation:	<i>Year started:</i> 1982 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 6 - Direct job creation
Measure n°/name: 18 **Subsidised contractors (Fed, RF, RW, RBC, CG)**
Type of action: 6.1 Permanent

Description:
Aim:

To facilitate job creation in the non-market sector

Beneficiaries:

Persons unemployed or in receipt of the minimex (minimum subsistence allowance) for at least six months or aged over 40. Participants from the active measure « Third working circuit » can also benefit from this measure.

Action/Instrument:

The measure allows local and provincial authorities, non-profit organisations and certain other forms of association to take-on subsidised contractors in the environmental field. The workers in question are hired under an open-ended or fixed-term employment contract (at least 12 months for WEP+ in the Flemish region). They receive, as a minimum, remuneration equal to the salary paid to an employee of the state (or of the Walloon or Flemish regions) for a similar function. The remuneration is paid by the local or provincial authority which has hired the subsidised worker. The employer benefits from annual subsidies, the amount of which varies according to the duration of unemployment and circumstances of the person employed and the sector of activity (e.g. higher premiums for associations working in the social sector). In certain cases, 100% of the wage can be covered (i.e.: ACS – agents contractuels subventionnés). Employers are exempt from paying certain social security contributions and may also receive an additional subsidy from the region. The precise application of the measure (amount, eligibility) varies between the regions. Until the end of 2000, the Communauté Germanophone applied the same ACS system than the Walloon region. After a reform on measures combating unemployment, all measures (ACS, PRIME, FBI) were gathered into a new form of ACS, called BVA from 2001. An annual subsidy is allocated to public authorities and associations hiring subsidised contractors. The amount of which varies between 5,100 € and 21,500 € according to the employer's type and the unemployment duration of the worker.

Financing/support:

Ear-marked taxes, state/regional government

Eligibility:

The precise conditions for participation vary between the regions, but in general, the measure is open to :

- persons who have been unemployed and claiming full benefit for at least 6 months or who are currently receiving benefit and have done so for 6 months out of the last year;
- persons receiving the minimex (minimum subsistence allowance) for at least 6 months in the preceding year (subject to a means test) ;
- unemployed persons who have been provided with work under an employment-promotion scheme such as the « Cadre Spécial Temporaire » or the « Third working circuit »
- unemployed persons claiming benefit and who have been recruited as instructors in a vocational training scheme ;
- unemployed persons claiming full benefit and persons receiving the minimex who are at least 40 years old (subject to a means test)
- jobseekers who have been employed through a transition-to-work programme within the last 6 months;
- certain disabled persons.

Legal basis:

Royal decree n° 474 of 28 October 1986 (MB of 20.11.1986); royal decree of 29 December 1988 (MB of 11.1.1989); Law- programme of 30 December 1988, art. 93 to 101 (MB of 05.01.1989)

Recent changes:

Until the end of 2000, the Communauté Germanophone applied the same ACS system than the Walloon region. After a reform on measures combating unemployment, all measures (ACS, PRIME, FBI) were gathered into a new form of ACS, called BVA from 2001. An annual

Supplementary information:

Target groups:	Unemployed, Inactive	Detailed target groups:	Youth, Immigrants/ethnic minorities, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government	Area of Application:	National, Regional
Implementation:	<i>Year started:</i> 1987 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 6 - Direct job creation
Measure n°/name: 19 **Promoting employment in the non-market sector - FBI (Fed, RW, RBC, CG)**
Type of action: 6.1 Permanent

Description:
Aim:

To promote the creation of jobs in the non-market sector for certain categories of unemployed and inactive

Beneficiaries:

Persons unemployed for more than one year, in receipt of the minimex (minimum subsistence allowance) for at least 6 months, or unemployed and aged over 40.

Action/Instrument:

The FBI (Fonds budgétaire interdépartemental de promotion de l'emploi) is essentially a budgetary fund which the Regional Ministry of Employment has made available to other community and regional departments, with the aim of allowing these departments to fund more jobs than they are able to on the strength of their existing resources.

The activities which benefit from this fund must meet the following criteria:

- to be of public or social benefit or cultural interest;
- to satisfy community needs which would not otherwise be met;
- to have no profit-making aims whatsoever.

The rate of aid from the fund, calculated on the basis of a full-time job, is limited to the annual total of the subsidy actually paid for this position and may not exceed a fixed ceiling. The precise conditions for the application of the measure (amounts, eligibility) vary between regions. In the Communauté germanophone, this measure was transformed into ACS from 2001.

Financing/support:

Ear-marked taxes, central government budget and state/regional government budget.

Eligibility:

The new jobs may only be filled by:

- persons who have been unemployed and claiming full benefit for at least 1 year;
- persons currently claiming full benefit and who have been unemployed and claiming full benefit for 1 year over the last 4 years;
- jobseekers who have been claiming the minimex (minimum subsistence allowance) for at least 6 consecutive months (subject to a means test)

In the Flemish region, the government decree of 3 March 1998 reduced the requirement of unemployment duration to 1 day except for administrative and counselling personnel. Also in the Flemish region, persons employed through an intervention of the FBI may be eligible.

Legal basis:

Royal decree n° 25 of 24 March 24 1982 (MB of 26.3.1982); decree of the Walloon regional Council of 11 July 1996 (MB of 27.6.1996); decree of the government of the Brussels-Capital region of 28 November 1996 (MB of 4.3.1997).

Recent changes:

This measure is not applicable in the Flemish region anymore.

Supplementary information:

Target groups:	Unemployed (LTU), Inactive	Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government, State/regional government	Area of Application:	National, Regional
Implementation:	<i>Year started:</i> 1982 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 6 - Direct job creation
Measure n°/name: 21 **Local employment agencies (Fed)**
Type of action: 6.2 Temporary

Description:
Aim:

To facilitate and encourage the employment of certain categories of unemployed person in domestic services or activities of community benefit which are not covered by the regular labour market.

Beneficiaries:

Long-term unemployed and recipients of the minimex (minimum subsistence allowance).

Action/Instrument:

Each commune (or group of communes) must institute a local employment agency (ALE - Agence locale d'emploi) in the form of a non-profit-making association.

Anyone wanting to take-on unemployed persons in an activity uninsured by the regular labour market (domestic help, cultural and sporting activities, horticulture and agriculture, etc...) must request the relevant forms from the ALE in the commune where the activity will be carried out. The person making the request describes the activity to be carried out and indicates if he/she knows an unemployed person willing to carry out the task in question. The ALE then gives agreement in so far as the specified activities fall within a list of approved activities. The user then buys cheques from the ALE, each with a value equivalent to an agreed hourly rate. At the end of the day or activity and, in any case at the end of the month, the user must give the unemployed person an ALE cheque for each working hour started. Each unemployed person can work for a maximum of 45 hours per month. Individuals taking on unemployed persons in this way benefit from a tax reduction proportional to the value of ALE-cheques bought. The unemployed person maintains full entitlement to unemployment benefit or subsistence allowance and can cash in the ALE-cheques received at the end of each month as a supplementary income.

Financing/support:

Central government budget and ear-marked taxes.

Eligibility:

Long-term unemployed (full-time unemployed in receipt of unemployment benefit or waiting allowance for at least two years) are registered as candidates with the ALE office appropriate to his/her place of residence, except where the person is exempted from active job search. Persons who have been full-time unemployed for at least 24 out of the previous 36 months can also register voluntarily with an ALE. Similarly, persons in receipt of the minimum subsistence allowance or social assistance can also register voluntarily with an ALE.

Legal basis:

Articles 79 to 79 of the royal decree of 25 November 1991 on the regulation of unemployment (MB of 31.12.1991).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU), Inactive	Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	Other cash benefits:	Unemployment benefit, Other benefit
Type of expenditure:	Transfers to individuals (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1986 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 6 - Direct job creation
Measure n°/name: 27 **Transition-to-work scheme (RF)**
Type of action: 6.2 Temporary

Description:
Aim:

To facilitate the vocational integration of participants through temporary employment in the public or non-market sector

Beneficiaries:

Long-term unemployed, young unemployed with poor qualifications, persons in receipt of the minimex (minimum subsistence allowance) for at least 12 months

Action/Instrument:

Participants in the transition-to-work scheme are employed by the federal state, the regions, communities, provinces, communes, the CPAS and the ASBLs. They are employed in additional jobs in areas of community benefit that are not well served by the appropriate public administration. The scheme offers an opportunity to acquire work experience combined with a follow-up. Participants receive a monthly integration allowance from ONEM (Office National de l'Emploi) for a maximum of 24 months, the amount of which varies according to the previous situation of the jobseeker and the hours of work per week. The employer can deduct this amount from the net wage. Moreover, the employer also benefits from an intervention from the region and/or community, which varies between regions but is at least as much as the aid provided at federal level.

Financing/support:

Central government budget and ear-marked taxed.

Eligibility:

- full-time unemployed in receipt of waiting allowance for at least 12 months;
- full-time unemployed aged 25 or over in receipt of unemployment benefit or waiting allowance for at least 9 months and having no higher secondary education qualifications;
- full-time unemployed in receipt of unemployment benefit for at least 24 months;
- jobseekers in receipt of the minimex (minimum subsistence allowance) for at least 12 months.

Legal basis:

Royal decree of 9 June 1997 (MB of 21.6.1997); co-operation agreement of 4 March 1997 between the federal state and regions (MB of the 9.8.1997).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU), Inactive	Detailed target groups:	Youth, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments)	Planned duration:	<i>Typical:</i> 12 Months <i>Maximum:</i> Not available
Responsible institution(s):	Central government, State/regional government	Area of Application:	National, Regional
Implementation:	<i>Year started:</i> 1997 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 6 - Direct job creation
Measure n°/name: 52 **First job agreement in projects of public interest (RBC)**
Type of action: 6.2 Temporary

Description:
Aim:

Facilitate vocational transition of young jobseekers and prevent the risk of sinking in unemployment for low-qualified persons.

Beneficiaries:

Young jobseekers.

Action/Instrument:

Ministries and public organisations of more than 50 workers in the Brussels region have the obligation to hire a minimum number of young jobseekers (1.5% of the total) meeting the conditions of access to the First job convention.

These persons are affected in priority to global projects satisfying the needs of the society. The Federal state finances 99 first job conventions (including 72 supplementary): it reimburses the gross salary and the employer's social security contributions for the 99 persons hired.

The jobseekers are employed in the following global projects: public awareness agent in environment and public cleanliness, urban steward in commercial centres, public awareness agent of social cohesion in social housing, public spaces guard, assistant in communal childcare facilities.

Financing/support:

Ear-marked taxes, central government budget.

Eligibility:

Young jobseekers.

Legal basis:

Cooperation agreement between the State and the Brussels region, 25/10/2000.

Recent changes:

None

Supplementary information:

Target groups:	Registered jobseekers	Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> n.a.	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments, Reduced social contributions)	Planned duration:	<i>Typical:</i> 12 Months <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government	Area of Application:	Regional
Implementation:	<i>Year started:</i> 2000 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 7 - Start-up incentives
Measure n°/name: 34 **Loans for unemployed persons (Fed)**
Type of action: 7 Start-up incentives

Description:
Aim:

To promote the business start-ups by the unemployed

Beneficiaries:

Unemployed persons with basic education or a qualification acquired during a previous employment wanting to enter an independent profession or to start a company.

Action/Instrument:

A conditional loan is granted in the form of a credit and covers, wholly or partly, material and non-material investments, financial investments and necessary working capital, including those necessary to get the activity off the ground. The normal term of the loan is ten years but the cofinancing fund can grant an extension of between 3 and 5 years for the repayment. The amount of the loan is subject to a fixed ceiling. The loan is subject to interest at a rate fixed by the board of directors of the cofinancing fund, which may not be below 5% of the usual interest rate on the capital market or below 3% annually. The interest rate can be changed after 5 years.

Financing/support:

Central government budget and ear-marked taxes

Eligibility:

The loan is granted on condition that the unemployed person :

- fulfils all the laws or regulations relevant to the practice of the intended occupation;
- was in receipt of unemployment benefit or waiting allowance at the time of applying for the loan ;
- makes available in advance, either through his/her own resources or through another loan, an amount equal to 25% of the amount of the loan to be granted,

Legal basis:

Law of July 28, 1992 (MB of 31.07.1992); royal decree of December 22, 1992 (MB of 13.01.1993).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to individuals (Lump-sum payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):			Area of Application:	National
Implementation:	<i>Year started:</i>	1984		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 7 - Start-up incentives
Measure n°/name: 45 **Support for the creation and management of enterprises (RBC)**
Type of action: 7 Start-up incentives

Description:
Aim:

To promote the support offered to jobseekers willing to create a small business in order to integrate them in the labour market.

Beneficiaries:

Jobseekers

Action/Instrument:

The support implies a preparation to the creation as well as the management of a company, assistance during the different steps to be carried out and in the realisation of the feasibility study. It also includes guidance towards creation of enterprise, follow-up as well as a networking of new entrepreneurs at the local european level.

The teaching step used was aimed at encouraging participants' autonomy in the administrative steps on the basis of a personalized assistance with clear and accessible objectives.

This service was implemented by ORBEM's partners (non-profit making associations)

Financing/support:

Regional government budget

Eligibility:

Jobseekers

Legal basis:

Decree of the executive of the Brussels-capital region of 27.6.91, modified by the decree of the government of the Brussels-capital region of 16.1.97.

Recent changes:

None

Supplementary information:

Target groups:	Registered jobseekers		Detailed target groups:	Youth, Older, Disabled
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government		Area of Application:	Regional
Implementation:	<i>Year started:</i>	2000		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 7 - Start-up incentives
Measure n°/name: 53 **SME Creation (RW)**
Type of action: 7 Start-up incentives

Description:
Aim:

To encourage the creation of sustainable jobs by facilitating the installation of independent workers, the emergence of small enterprises.

To reduce job losses by decreasing the number of bankruptcies.

Beneficiaries:

Unemployed, employed at risk.

Action/Instrument:

A network of professional and institutional partners and training centres offers the opportunity to the candidate to set up his own business through a training programme and counselling during the preparatory, the launching and the development phases of the project:

- The training centres of IFPME receive in their region the SME creation cell. They are in charge of organising in-work training.
- The provincial CEI : specialised consultants giving personal advice to the candidates. They can also intervene in the training programmes.
- The offices for the creation of enterprises are the 2nd consulting partners and have the same counselling missions.

The access to this measure is free thanks to the financing of the Walloon region in the context of the Complementary regional policy declaration, which helped activating additional ESF funds (PIC-ADAPT). No preliminary condition is required to beneficiate from this programme, except minimal knowledge in management.

Financing/support:

Regional government budget, European Social Funds.

Eligibility:

Unemployed, employed at risk.

Legal basis:

Decree of 4/05/1995 (approving the Cooperation agreement on continuous training for middle classes and small/median enterprises, signed on 20/02/1995 by the French Community Commission and the French Community of the Walloon region).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> n.a.	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> 3 Months <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> 1998 <i>Year ended:</i> Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 8 - Out-of-work income maintenance and support
Measure n°/name: 37 **Unemployment benefit (Fed)**
Type of action: 8.1.1 Unemployment insurance
 8.2 Partial unemployment benefits
 8.5 Bankruptcy compensation

Description:
Aim:

To partially compensate for loss of wages due to unemployment through payment of a monthly allowance

Beneficiaries:

Unemployed persons seeking and available for work and satisfying the contribution conditions of the unemployment insurance regime.

Action/Instrument:

Unemployed persons can receive a decreasing allowance varying from 60% of the previous wage to a monthly minimum. The level of the allowance received is dependent upon the age, contribution history and household situation of the recipient. Unemployed persons aged over 50 benefit from a supplement for at least a year. The payment of benefit is stopped when the duration of the unemployment spell exceeds one and a half times the average duration of unemployment for the category of unemployed person to which the recipient belongs (decomposition by sex and age). This cut-off is only valid for persons under 50 and is subject to means-testing.

Financing/support:

Central government budget and ear-marked taxes

Eligibility:

- To be unemployed involuntarily
- To be registered as a jobseeker and willing to accept any job-offer relevant to his/her profile
- To be capable of work
- To attend appointments fixed by the employment service
- To have worked, depending on age, between 31 days in the previous 18 months and 624 days in the previous 36 months
- To be less than 65 years old for men and less 61 for women
- To be resident in Belgium

Legal basis:

Royal decree of 25 November 1991 (MB of 31.12.1991); ministerial decree of November 26, 1991 (MB of 25.1.1992).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	Unemployment benefit
	<i>Registration continued:</i>	Yes		
Type of expenditure:	Transfers to individuals (Periodic cash payments, Lump-sum payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):			Area of Application:	National
Implementation:	<i>Year started:</i>	Not available		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: Belgium **Year:** 2001 **Category** 9 - Early retirement
Measure n°/name: 38 **Early retirement by collective agreement (Fed)**
Type of action: 9.1.1 Full

Description:
Aim:

To promote the replacement of early retirees with unemployed persons

Beneficiaries:

Workers aged over 58 entering early retirement

Action/Instrument:

In case of redundancy, certain older workers can receive a supplementary allowance, paid by their last employer, in addition to their unemployment benefit.

Unemployment benefit is paid at a fixed rate of 60 % of the previous gross salary, subject to a fixed ceiling. The supplementary allowance must compensate for at least half of the difference between the previous wage and the unemployment benefit.

Early-retirees must be replaced within the company by a fully insured unemployed person (or someone of similar status) whose hours of work are the same, on average, as the retiree. This obligation does not apply to retiring workers aged 60 or more. Employers not respecting the obligation to replace a retiree may be liable to sanctions.

Companies in difficulty, undergoing restructuring or similar, may be eligible, under certain conditions, to adopt a system of early retirement with alternative conditions of age, notice, replacement, etc.

Financing/support:

Social security funds

Eligibility:

In principle, the minimum age for entitlement to early retirement is set at 58. The worker must provide proof of 25 years of dependent employment (or a similar number of days). However, for workers aged at least 60, the length of service required is reduced to 10 years (or a similar number of days) in the sector over the past 15 years, or else to 20 years dependent employment (or a similar number of days). This condition of service must have been met when the period of notice or the period covered by a allowance compensating for notice comes into effect.

Legal basis:

Royal decree of 16 January 1975 of 19.12.1974 (MB of 31.1.1975); royal decree of 7.12.1992 (MB of 11.12.1992); law of 26.07.1996 (MB of 1.8.1996); royal decree of 21.03.1997 (MB of 29.3.1997); royal decree of 14.09.1997 of 25.06.1997 (MB of 15.11.1997)

Recent changes:

None

Supplementary information:

Target groups:	Employed at risk	Detailed target groups:	Older, Re-entrants/lone-parents
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	Other cash benefits:	Unemployment benefit, Other benefit
Type of expenditure:	Transfers to individuals (Periodic cash payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):		Area of Application:	National
Implementation:	<i>Year started:</i> 1975 <i>Year ended:</i> Ongoing		