

英美就業服務法簡介

英國

英國是工業革命之鼻祖，所以也是最早有職業訓練的國家，早在二十世紀之初已正式立法，使就業服務工作成為中央的行政措施，而主管就業輔導工作的機構，乃是就業部，其相關法律包括：

Employment of Women, Young Persons, and Children Act 1920

Hours of Employment (Conventions) Act 1936

Equal Pay Act 1970

Employment Agencies Act 1973

Employment and Training Act 1973

Health and Safety at Work Act 1974

Employment Protection Act 1975

Job Release Act 1977

Employment Subsidies Act 1978

Employment Act 1980

Employment and Training Act 1981

Employment Act 1982

Sex Discrimination Act 1986

Wages Act 1986

Employment Act 1988

Employment Act 1989

Employment Act 1990

1990年就業法 (Employment Act 1990)

條文要旨

Access to employment

- 1 Refusal of employment on grounds related to union membership
- 2 Refusal of service of employment agency on grounds related to union membership
- 3 Interpretation and other supplementary provisions Industrial action and ballots
- 4 Secondary action

- 5 Minor amendments relating to ballots
- 6 Responsibility of trade union for acts of officials, &c
- 7 Calling of industrial action with support of ballot
- 8 Period after which ballot ceases to be effective
- 9 Dismissal of those taking part in unofficial industrial action The Commissioner for the Rights of Trade Union Members
- 10 Proceedings in respect of which assistance may be provided
- 11 Title of proceedings where assistance provided Miscellaneous
- 12 Consequential revision or revocation of Codes of Practice
- 13 Merger of Redundancy Fund with National Insurance Fund, &c
- 14 Period during which children may be employed for work experience General
- 15 Financial provision
- 16 Consequential amendments and repeals
- 17 Northern Ireland
- 18 Short title and commencement

SCHEDULES:

Schedule 1—Further provisions relating to access to employment

Schedule 2—Consequential amendments

Schedule 3—Repeals

美國

美國就業服務工作肇始於十九世紀末葉，至1933年美國國會通過華格納·皮塞法案後（Wagner-Reyser Act）乃正式建制。1933年於勞工部之下設置就業安全局，主管就業服務與失業保險。1942年成立戰時人力委員會，就業服務工作劃入該委員會主管。1949年又恢復就業安全局。1973年就業安全局擴大業務範圍，改制為人力署。近年來聯邦政府感於該業務範圍廣泛，遂改制為就業服務與職業訓練署（The Employment and Training Administration）。其相關法律包括：

- 1946 Employment Act
- 1962 Manpower Development and Training Act
- 1963 Equal Pay Act
- 1964 Civil Rights Act
- 1967 The Age Discrimination in Employment Act
- 1972 Equal Employment Opportunity Act

- 1973 The Rehabilitation Act
- 1973 Comprehensive Employment And Training Act
- 1977 Comprehensive Employment and Training Act Amendments
- 1978 Pregnancy Discrimination Act
- 1978 Comprehensive Employment and Training Act Amendments
- 1982 Job Training Partnership Act
- 1986 Job Training Partnership Act Amendments

工作訓練合作法案 (Job Training Partnership Act Amendments of 1986)

- 1 Short Title
- 2 Designation of service delivery areas based on labor market areas
- 3 Literacy and dropout prevention programs
- 4 Presidential awards for outstanding private sector involvement in job training programs
- 5 Intrastate hold harmless allocation requirement
- 6 Use of incentive grant funds
- 7 Services to youth
- 8 Summer youth employment assessment and goals
- 9 Availability of summer youth programs during nonsummer months
- 10 Prohibition of matching on grants from secretary's discretionary funds under Title III
- 11 Identification of dislocated workers
- 12 Taxation of job corps operations prohibited
- 13 Additional experimental and developmental projects authorized
- 14 Projects for special populations
- 15 Veterans amendments
- 16 Farmer and rancher dislocation report

參考資料

- 1. 美國職業訓練 542.7952/4101
- 2. 英國就業政策 542.7942/2179
- 3. Advanced strategies employment law 1988 342.068/K21
- 4. Employment discrimination 344.730113/P722
- 5. Employment discrimination law 344.7301133/P722
- 6. Selwyn's law of employment 342.0686/S469

7. The law of the workplace 342.0686/H941
8. U.S. labor and employment laws 344.7301/U58
9. The law of age discrimination 346.013/F888