



Belfast City Council

Report to:	Strategic Policy and Resources Committee
Subject:	Notice of Motion - Real Jobs
Date:	19th June, 2014
Reporting Officer:	Gerry Millar, Director of Property and Projects, ext 6217
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1	Purpose of report
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	The purpose of this report is to update Members on progress to date following a motion submitted to Council on 6th January, 2014 regarding 'Real Jobs'.
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2	Relevant Background Information
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	Members will be aware that on 6th January 2014 the following notice of motion was proposed to Council:
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	“This Council recognises the increasing social and economic hardship experienced by people in our communities as a result of growing unemployment and cuts to welfare benefits. The Council accepts that it has a duty to use the powers available to it (including but not limited to planning, regulation and procurement powers), to generate positive outcomes for the most marginalised in our communities and hereby commits to including at every available opportunity a ‘Real Jobs’ clause in contracts tendered by the Council to procure goods, services and capital works. The ‘Real Jobs’ clause will guarantee ring fenced, fully paid jobs and apprenticeships for the long-term unemployed (12+ months).”
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	The motion was referred to the SP&R Committee, where the Committee agreed that a report on the matter should be brought back in due course.
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3	Progress to date
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	Since January, a number of actions have been undertaken in order to progress the Real Jobs motion, these include:
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| | <ul style="list-style-type: none">• The standards of existing social clauses have been amended to reflect the requirement of the motion as opportunities arise; |
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- The intent of the motion has been captured in capital works tenders for the Waterfront Hall, Connswater Greenway Phase 2, the Innovation Centre, Girdwood and Olympia Leisure Centre;
- 1226 employment weeks have been secured in upcoming contracts ring fenced entirely for people who have been out of work for over 12 months;
- Employment weeks are used as this ensures contractors are required to fulfil the minimum number of weeks, whereas, by specifying job numbers, there isn't the same certainty about duration of employment.

Issues remain with the apprenticeships aspects of contracts as there is often a mismatch between contract duration and the length of time needed to complete an apprenticeship; however, officers are looking at models of how this has been addressed elsewhere, for example in Manchester. Another consideration is the need to comply with the requirements of partners in respect of contractual matters; again ways of dealing with this issue are being explored.

Work is under way to develop a social clauses policy which will include addressing the issues set out above and which will also include consideration of the "living wage" proposal agreed by Council in 2014. A full report on progress will be brought to SP&R Committee in September.

It should be noted that Council as a direct employer has made considerable progress with respect to supporting people into employment, including the long-term unemployed. Over the past two years the Council has:

- Delivered 601 job opportunities and provided 526 work experience placements;
- Ring-fenced five permanent administrative posts to the long term unemployed / economically inactive and provided a two week pre-employment programme for 40 long term unemployed / economically inactive participants to help them apply for the 5 ring fenced posts;
- Delivered a similar programme for seasonal cleansing operative positions, inviting 30 people to participate and helping them apply for five ring fenced posts.
- Provided 16 one year paid industrial placements for students at our universities and,
- Created 10 new Apprenticeships.
- Committed £300,000 to a bursary scheme to help those aged 16-24 into further education, training and employment and awarded approximately £93,000 to date to 432 young people.
- Part funded ESF funded programmes resulting in 1,551 people gaining recognised qualifications/accreditation and 604 people moving into employment.

The Council was recently recognised for its work in supporting the long-term unemployed by Business in the Community, when it received a Northern Ireland Impact Award.

4	Resource Implications
	Resource requirements for taking forward this work are provided for in departmental budgets.

5	Equality and Good Relations Implications
	To be considered as part of policy development.

6	Recommendation
	The Committee is requested to note progress to date and that a further policy report will be brought to Committee in September.

7	Decision Tracking
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