

A.W.A.R.D. Adults and Work – an Aid to Reduce the Distance

Call: 2014, Erasmus+, Ka2- Cooperation and Innovation for Good Practices - Adults
Code: 2014-1-IT02-KA204-003416

Activity 2 2.1, 2.2, 2.3	Analysis and sharing of adults needs who dropped out world of work in their respective countries (each partner will play his action in its own country)
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The purpose of this phase is to establish a synthesis framework about active labor market policies in the following countries: Italy, France, Turkey and Bulgaria. These policies concern in particular unemployed adults, women and men with more than 30 years, who have had work experiences, who dropped out the world of work, with previous work experience and skills.

Each organization have to fill in the required data to be able to draw a general scenario and to identify particular positive experiences that can be replicated in other countries.

The requested informations refer to 2014 or to the latest official data. If it's possible please mention the information's sources.

Population country	66.3 million inhabitants
Estimated number unemployed in %	10 %
Estimated % of unemployed between 30 25 and 65 years	8.65 %
Estimated % of women unemployed between 30 25 and 65 years	8.72 %
Estimated % of men unemployed between 30 25 and 65 year	8.53 %

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Sources : INSEE – JuriTravail.com

Are there particular areas / regions of the country that have major unemployment problems? If Yes, explane (maximum characters: 3000)

(Sources : Journal du Net.com, Pôle-emploi.fr, Midi Libre, La Voix du Nord)

Languedoc Roussillon (15%)

This area particularly attracts many arrivals from other parts of France (25 to 30,000 per year), because people prefer to live in sunny places. There are mainly of TPE and SMEs fail to absorb the demand.

High population

Lower living standards, preventing the recovery of the economy by consumption Black economy (20-25%)

Nord Pas de Calais (13 %)

Serious economic crisis since the 70s (industrial decline: closure of coal mines, blast furnaces, and the textile industry), the region accounts for half of brownfields

Are there particular areas / regions of the country that have major economic growth and lower unemployment levels than others? If Yes, explain (maximum characters: 3000)

(Sources : Journal du Net.com)

There are not any. However, there has areas that are less affected by the crisis: Ile de France (Paris and around) because of attractiveness around the capital of France. It is the same in Brittany in the North West, where paradoxically events were also the most important in recent months. But, unemployment continues to also increase in these regions.

Are there economic sectors that more than others have produced unemployment? Which are the economic sectors with more job stability or development? (maximum characters: 5000)

(Sources : Journal du Net.com)

Speed loss sectors are industry (automotive, petrochemical ...) trade (competition in the retail and development of internet sales), real estate and construction (decline in demand despite lower interest rates)

Sectors that are recruiting are those of the hotel and catering, tourism (but sector subject to seasonal variations), big box stores (attractiveness of the prices of essential commodities, and variety of products on the same sales area) at the expense of local business.

The personal services sector (family support, life and dependent elderly, disabled ...) is very dynamic, but many deals in this sector are precarious: working short-term contracts, work at night or the weekend.

The food industry and insurance recruit because rates of larger retirement.

Are there economic subsidies provided for those who become unemployed (duration, access requirements, criteria for defining the amount, paying agency, institution that verified unemployment state) (maximum characters: 5000)

(Sources : Pôle-emploi.fr)

Remuneration of job seekers: Public Board:

60 to 80% of net salary reference: paid over a period of 4 months to two years (three years for people over 50 years) after the time worked before (one working day = 1 day remuneration) . Public body to support job seekers : Pôle Emploi (www.pole-emploi.fr)

Active labor market policies:

- Main national laws reference

(Sources : Pôle-emploi.fr)

Support for job seekers by Pôle Emploi : assistance in search employment, professional training, definition of a professional project, skills assessments, modules, job preparation (training period before hiring company)

Social support and return to work for the most needy beneficiaries of the RSA (Active Solidarity Income)

Active services on the territory (free, upon payment, offer)

Tools, channels to find work more widespread public, private, free, upon payment

Public: Pôle Emploi, Missions Locales (only young people under 26 years), Cap Emploi (disabled people carrier)

Temporary work agencies

Websites: monster.fr, keljob.com, Cadremploi.fr, regionsjob.com

Usually free (funded by online advertising)

Projects or good practices to facilitate work reallocation for unemployed women with more than 30 years (maximum characters: 5000):

There are many devices to facilitate the return to employment for women and men alike. Here are presented below the main features.

I. Funding body : French State: Pôle Emploi (public employment service)

Purposes:

- Employment contracts in the public and private sectors (lasting 6 months or more) subsidized for :

- The long-term unemployed (over 1 year) or very long (over 3 years), seniors (50+), recipients of social minima: contracts (Contract Unique Insertion CUI): taking supported by the state mandatory health insurance contributions, old age, family allowances, as well as a part of the remuneration of the employee.

Implementation modalities:

are eligible as "priority" groups (long term unemployed, older unemployed, disabled, youth under 25 without qualifications)

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Achievements

There are about 500 000 à 600 000 subsidized jobs in France, according to the website of the Ministry of Employment. These jobs allow many people to reintegrate into professional life.

Is this project replicable?

- Yes, but it is based on legal provisions implemented in each country.

Strengths points:

Economics for the company: so hiring incentive for people furthest from employment

Weakness points:

Abuse employers making use of this device for recruiting cost of staff, who fails to achieve long-term employment

- Operational Preparation for Employment - POE:

Pôle Emploi supports training prior to hiring a company. The new employee is trained in the practice of the company before hiring (the employment contract must have a minimum of 6 months)

Implementation modalities:

- Relates to any person registered as a jobseeker with Pôle Emploi, from a job offer proposed by an employer wishing to train the person before hiring.

Achievements

This device is certainly well known, but often not used by companies, with the exception of specialized offerings, and the so-called power sectors (experiencing significant levels of "turnover")

Is this project replicable?

- Yes, but it is based on legal provisions implemented in each country.

Strengths points:

Economics for the company, which is relieved by hiring someone who has been trained and tested upstream of hiring.

No obligation employment from the employer if the job seeker does not match the required profile

Weakness points:

Where the recruitment does not materialize at the end of the training, it becomes more difficult for a job seeker to find in him the assurance he needs.

- Assistance to Employment:

Individual counseling the unemployed in their job search process can take three forms:

- *define a new professional project (conversion)*
- *skills assessment*
- *research support for targeted employment terms:*

Implementation modalities:

- *Relates to any person registered as a jobseeker with Pôle Emploi, in the council of the advisor to monitor the job seeker.*

Achievements

- *These devices implemented by Pôle Emploi or delegated to subcontractors firms get great satisfaction. These devices facilitate access to employment, even if they can not guarantee it.*

Is this project transferable?

- *Yes, but it is based on legal provisions implemented in each country.*

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Strengths:

- *The device recognized for its relevance.*
- *Help for determining the job seeker*
- *Autonomy of the user in his job search*

Weaknesses:

- *It becomes more difficult for a job seeker to regain his confidence on failure.*

- Advice on career development:

Device finalized under the new law of 5 March 2014 on vocational training. The Council Professional Evolution is a shared policy platform between the Public Employment Service (for job seekers) and collecting bodies corporate (for employees)

Implementation modalities:

For job seekers:

- Be registered as a job seeker*
- Ask benefit from this measure*

Achievements

Results not known to date due to the recent nature of this device. For Pôle Emploi, it will somehow expand support measures for employment to more people.

Is this project transferable?

- Yes, but it is based on legal provisions implemented in each country.*

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Strengths:

- Personal council for anyone and widespread job applicant or employee*

Weaknesses:

- Device not yet experienced, including the implementation is not yet finalized.*

Regarding the public women, there is no specific device for them. By cons, women can get the support of many organizations that campaign for women's issues and accompany women more difficulties in their social and professional integration.

Furthermore, a device has been proposed by the government for the support towards employment of women who have stopped working to take care of their children.

II. Funding body : Institutions financing: Departments (France has 101 departments, 5 overseas). Departments have among their competence welfare.

Purposes:

- Social and professional accompaniment of beneficiaries of social minima:

Treatment and resolution of brakes or barriers to employment: child care, travel assistance (transport), health prevention, reintegration into society through actions revitalization, literacy, learning French, training skills base (called core competences: reading, writing, counting, knowing its institutional and social environment for better orientation and autonomy)

Implementation modalities:

Being a recipient of welfare benefits (Social Income RSA Activity), single parents, disabled people

Achievements

Its devices have proven their effectiveness, but aid to job search for people with the greatest difficulties remain unclear.

Is this project transferable ?

- Yes, but it is based on legal provisions implemented in each country.

Strengths:

*- A device suitable for those furthest from the labor
- Consideration of peripheral obstacles to employment: constraints childcare, transportation, health, housing...*

Weaknesses:

- Given the nature of the difficulties that some people, the results of this action can never be guaranteed.

III. Funding body : Cities, communities of municipalities, county councils (France has 13 regions, 4 overseas). Regions have competence among vocational training for adults.

Purposes:

- Insertion by Economic Activity (IAE)

Part-time employment contracts than 6 months, renewable up to 1 year, funded for beneficiaries of social minima, long or very long-term unemployed. They are led by industry professionals concerned (eg maintenance of green spaces, finishing work building, kitchen and catering ...). They are accompanied by a social worker who counsels them in their career plan and facilitate their reintegration into social life.

Implementation modalities:

Being a recipient of welfare benefits (Income Social Activity RSA), long or very long-term unemployed, ex-prisoners.

Achievements

Its devices are successful, in the condition where people are volunteers.

Is this project transferable ?

- Yes, but it is based on legal provisions implemented in each country.

Strengths:

- Experienced device that allows a very good return to work*
- Consideration of employment brake devices is made with a social worker who regularly monitors the person throughout his employment contract.*

Weaknesses:

- The number of places is too small compared to the potential demand. It is very difficult to reintegrate people who fail to show motivation.

IV. Funding body : Regions (France has 27 regions, grouped into 13 regions from 2016).

Regions have competence among vocational training for adults.

Purposes:

- Regional Training Programs:

Support and training funding, pay for trainees. The Regional Training Programs are based on a socio-economic analysis of the needs and employment potential of the regional territory.

Implementation modalities:

- Be registered as a job seeker with Pôle Emploi

- Living in the region

Achievements

- The Regional Training Programs are effective tools, primarily towards younger audiences (but not exclusively). They allow people to be trained and get a title or a recognized diploma.

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Is this project transferable ?

- Yes, but it is based on legal provisions implemented in each country.

Strengths:

- Training opportunities accessible to the greatest number, which facilitates professional employment to which the beneficiaries who have not had access after leaving school
- Provides that allows after a prescription (orientation by the employment service) to initiate retraining and / or to raise their level of training.

Weaknesses:

- The number of training places is limited, given the prospective job (not too many people to form chains that do not recruit)

- The remuneration of trainees during training is not guaranteed (although possible)

Projects or good practices to facilitate the reallocation work for unemployed men with more than 30 years:

(maximum characters: 5000)

See above, the devices in place can not be discriminatory and relate to both men and women.

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Attachment:

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