

DOCUMENT

**MISEP
MUTUAL INFORMATION SYSTEM
ON EMPLOYMENT POLICIES**

FRANCE
Basic Information Report



**COMMISSION
OF THE EUROPEAN COMMUNITIES**

This document has been prepared for use within the Commission. It does not necessarily represent the Commission's official position.

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M.I.S.E.P.

- Mutual Information System on Employment Policies -

FRANCE

Basic Information Report

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MISEP

On the basis of an agreement of the directors general for employment, the Commission of the European Communities has created a Mutual Information System on Employment Policies (MISEP).

The system operates with a network of correspondents from the departments responsible for employment policy in the Member States and a centralised secretariat under the overall responsibility of the Commission.

It was set up by the Commission in response to the desire expressed by Member States' delegations in the Council to be mutually informed on developments in national employment policy measures and structures. The objective of the system is defined as "to gather, synthesise, translate and disseminate relevant information in the Member States, serving each of the responsible national ministries and agencies in their daily decision-making, and aiding the Commission in its co-ordinating role at Community level".

The "Basic Information Reports" describe the structure and content of employment policy in each Member State. All these reports follow the same structure and contain the same basic information which is essential to an understanding of the way employment policy is conceived and operated.

The material contained in the Basic Information Reports has been provided by the national correspondents and is correct as at 1 March 1983. It is intended as a guide and an explanation of national policy measures in force at that date and is not as a substitute for the corresponding legal texts. It is designed to describe the policies and practices in Member States without value judgements either on the part of the Commission or the national correspondents.

While these reports will be updated periodically, further information and regular updating of measures are published in "InforMISEP", and reproduced in "Social Europe".

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Chapter I : INSTITUTIONS

The notion of public employment service brings together a set of institutions which strive to intervene in the employment field of which the following are of rank:

- the civil service: consisting of the central administration of the ministry entrusted with employment -- the "Délégation à l'Emploi" --and SETE, the "external services for work and employment", made available to the minister in charge of employment for the purposes of employment;
- a national public establishment: ANPE, the national employment agency;
- a national association: AFPA, the association for the vocational training of adults; and
- a body with a paritary structure: UNEDIC, the national union for employment in industry and commerce.

There is furthermore a set of bodies which do not have managing the employment market and conditions as their exclusive purpose: education, vocational training, physical planning, decentralised groupings, etc. all participate to the general interest served by the public employment service.

LA DELEGATION A L'EMPLOI (The Employment Delegation)

1.1. Legal status

Created by a decree of June 25th, 1975, the 'Délégation à l'Emploi' is charged with preparing, embodying, coordinating and implementing employment and vocational training policy. It has the stewardship of A.N.P.E. and A.F.P.A. and can draw on the Studies' and Statistics' Service of the Ministry of Labour as well as the External Services of Work and Employment.

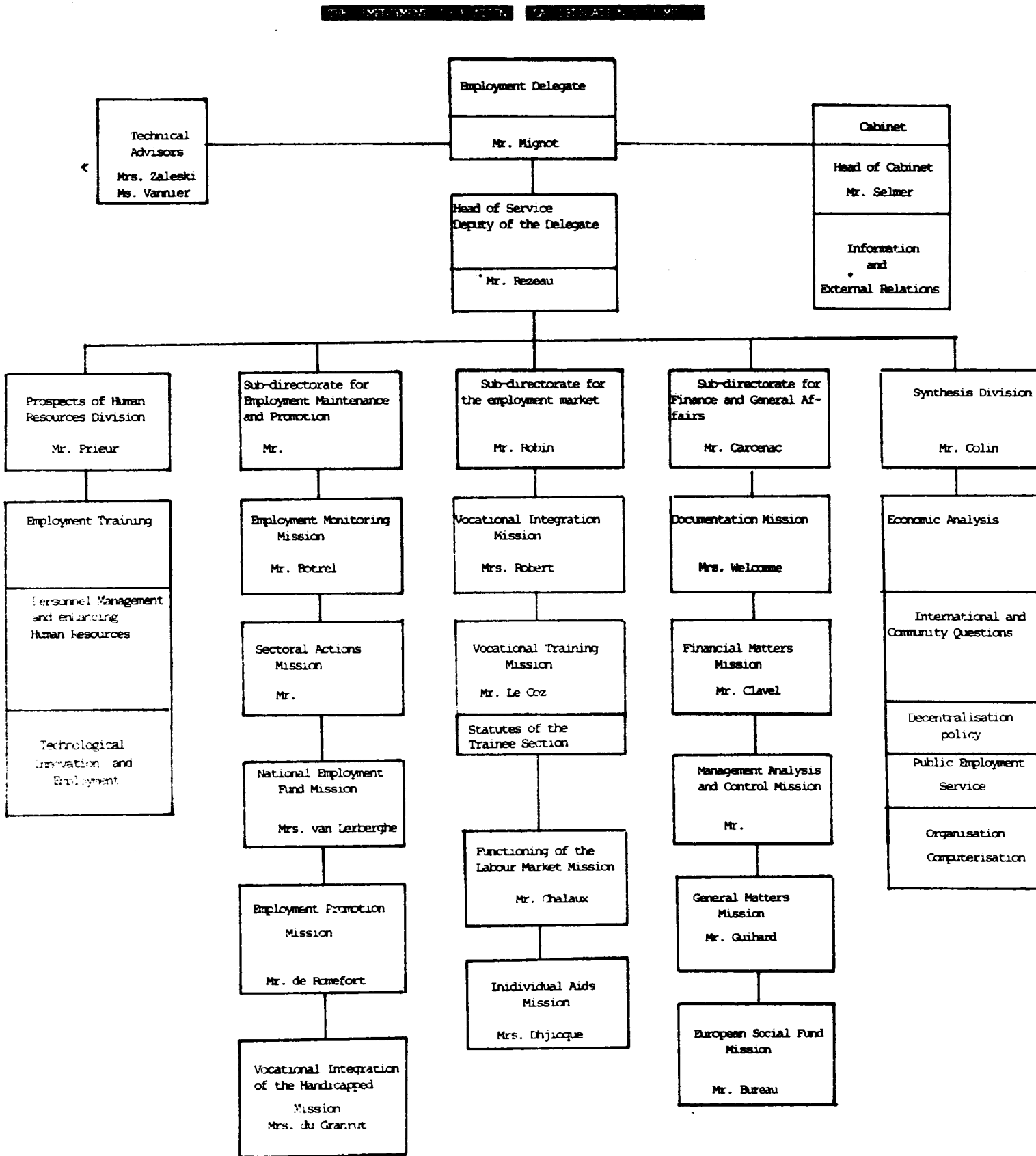
1.2. Decision-making bodies

The Higher Committee for Employment, an advisory body which brings together representatives of the administrations concerned and employer and trade-union organisations, gives its advice on the orientation and application of employment policy.

The 'Délégué à l'Emploi' (Employment delegate), named by the Cabinet on the proposal of the Minister in charge of employment, manages the 'Délégation à l'Emploi'. For implementing employment policy at the local level, the 'Délégation' draws upon the External Services of Work and Employment. The 'Directions Régionales' (regional directorates) and the 'Directions Départementales' (departmental directorates) of labour and employment ensure five key functions as regards employment:

- the coordination of A.N.P.E. and A.F.P.A. actions
- a linking role between the central administration and local economic and social agents for promoting employment measures
- applying regulations as regards the administrative control of employment
- managing employment aids
- finally, the function of studies, statistics and analyses of the employment situation at their geographical level of competence.

1.3. Organisation chart



1.4. Number of personnel

On October 1st, 1982 the 'Délégation à l'Emploi' had 206 employees consisting of:

- 96 level 'A' managers and similar ranks
- 31 level 'B' managers and similar ranks
- 79 level 'C' and 'D' managers and similar ranks

1.5. Operational budget

1.6. Cooperation and coordinated activities

In addition to those bodies over which it exerts its stewardship, the 'Délégation à l'Emploi' collaborates closely with U.N.E.D.I.C.; it operates together with other ministerial departments (Social Affairs, Economics and Finance, Industry, Women's Rights, the Delegation for Vocational Training, and the Delegation for Physical Planning and Regional Action), and participates in interministerial coordinating mechanisms on employment.

1.7. International contacts

The 'Délégation à l'Emploi' participates in the work of the I.L.O., O.E.C.D., E.E.C. and the Council of Europe.

A.N.P.E.
(National Employment Agency)

1.1. Legal status

Created in 1967⁽¹⁾, A.N.P.E. is a public establishment, which in 1979 acquired a national character. Placed under the responsibility of the Minister in charge of Employment, A.N.P.E. works notably for the State to:

- find out available jobs and the placement of workers
- match the supplies of and demands for jobs
- carry out information and counselling activities and vocational guidance for job-seekers towards vocational training
- draw up statistics concerned with the labour market
- contribute to the guidance of handicapped workers
- monitor the inactivity of job-seekers by signing on each month.

1.2. Decision-making bodies

A.N.P.E. is governed by a Managing Board. This is a tripartite body of 15 members, 5 representing professional employers' bodies, 5 trade-unions, and 5 the Administration. The Managing Board lays down the general lines of action to be carried through by the Agency and considers in particular the development plans of the activity of the Agency, the implementation programmes of the units and the annual budget of the Agency.

On the 'départemental' level, a Technical 'Départemental' Council is composed of a maximum of six qualified persons from the economic and social world designated by the 'Préfet' (who has now become the Commissar of the Republic). It takes decisions on adapting the activities of the Agency to local conditions.

On the regional level, a tripartite Advisory Committee has been established consisting of 5 representatives of the Administration, 5 of professional employers' bodies and 5 of trade-union organisations. This Committee draws up advice on the activity of the Agency within the region, the establishment of units, the needs of the users of the establishment and the best possible use of the Agency's services.

The overall management of A.N.P.E. is the responsibility of a Director General appointed by the Cabinet on a proposal of the Minister in charge of Employment.

To carry out its charge, the 'Agence' has available 25 Regional Centres (C.R.A.), 104 'départementales' sections and 653 local agencies or antennae which make up the operational structure (situation on December 31, 1983).

1.3. Organisation chart

see page 7

1.4. Number of personnel

In its 1983 budget A.N.P.E. had 11.132 full-time employees including:

- 969 having managerial functions
- 955 vocational counsellors
- 403 officers for links with enterprises
- 587 vocational information officers
- 3868 placement officers
- 481 welcoming agents

(1) —————
Ordonnance No. 67.578 of July 13, 1967. Decree No. 80.92 of January 23 1980 modifying Book III of the Code of Work.

1.5. Operational budget

The Agency is financed by an annual grant from the Ministry in charge of Employment drawing upon annual credits made available to the 'Délégation à l'Emploi'. In 1983 the budget of A.N.P.E. amounted to 1.75 billion francs.

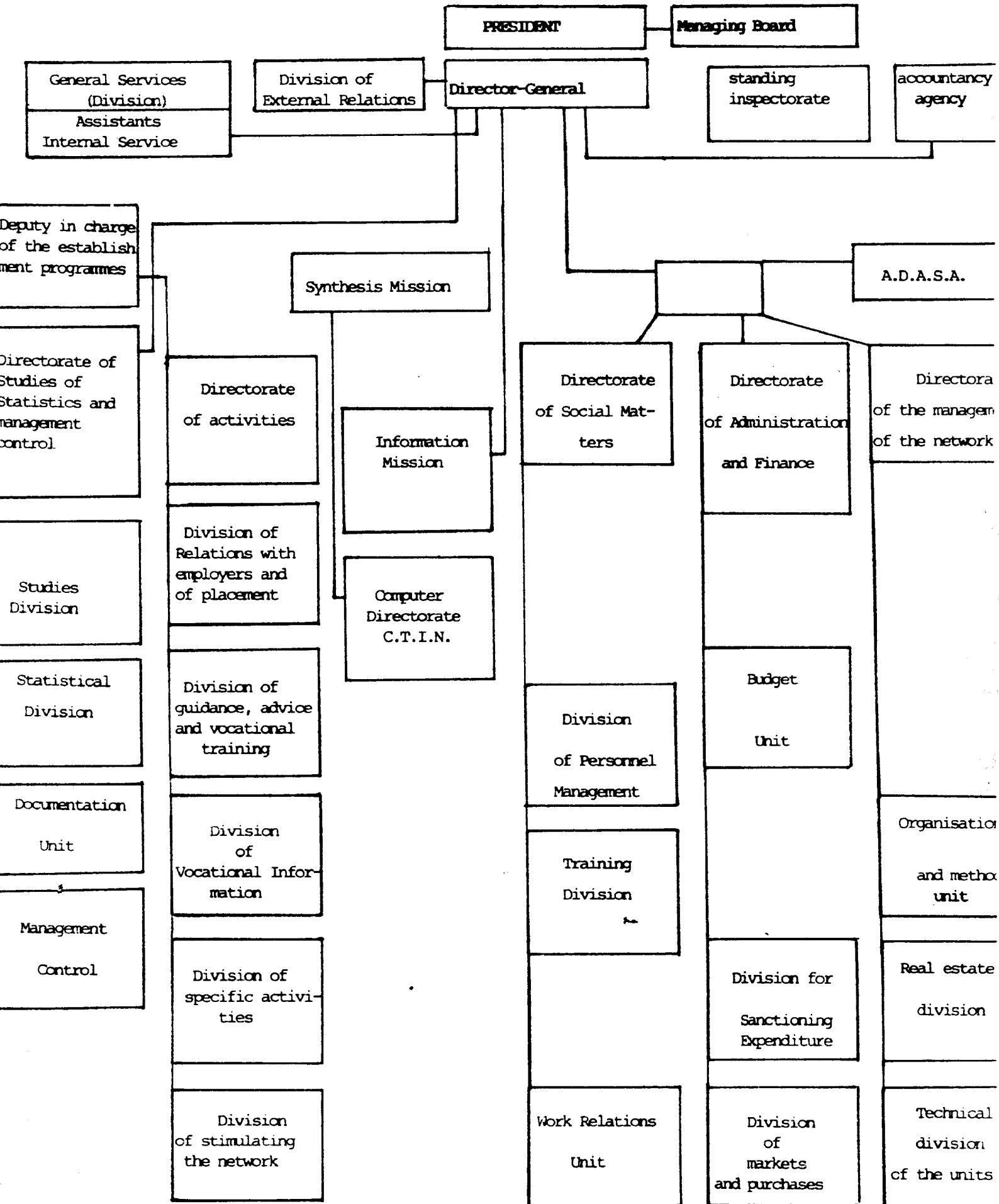
1.6. Cooperation and coordinated activities

A.N.P.E. cooperates closely with the External Services of Work and Employment, A.F.P.A., U.N.E.D.I.C. and A.S.S.E.D.I.C.

1.7. International contacts

A.N.P.E. is a part of the SEDOC system and participates in the work of the European Community.

1.3. Organisation chart



A.F.P.A.
(The Association for Adult Vocational Training)

1.1. Legal status

A.F.P.A. was created in January 1966.

An association available to the Minister charged with Employment, who, with the Minister of Vocational Training, sets its general orientations. It has the following aims:

- to train skilled manpower in various branches of the economy
- to facilitate the reconversion of jobless workers or those threatened with redundancy, notably under contract to the National Employment Fund
- to intervene in favour of the least protected groups of the population, young job-seekers and foreign workers
- to contribute to the development of recurrent training
- finally, in the framework of international activities, to provide technical aid either through training in France of foreign trainers or through direct action abroad through the establishment of training institutes.

1.2. Decision-making bodies

A.F.P.A. has a tripartite governing structure:

The General Assembly is composed of 36 members of three colleges of equal size representing trade-union organisations, representative organisations of employers and public authorities. The Assembly considers all questions relating to the administration and functioning of the Association.

The Assembly elects from its members a Bureau, tripartite in membership, which assists the Director General of the Association who is appointed by the General Assembly on the proposal of the Minister of Employment.

Besides these decision-making bodies, A.F.P.A. has advisory vocational bodies:

- The Advisory Vocational Commissions (CPC) which draft opinions and proposals on development, the contents of training, and the development of training resources
- The specialised National Subcommissions (SCNS) contribute to drafting and updating the programme.
- The 'départemental' Vocational Training Subcommissions (SCD) have been created within the 'départemental' committees for vocational training, social promotion and employment. SCDs give advice and make suggestions on questions of vocational training within the 'département' and closely follow in particular the activities of the A.F.P.A. centres.

At the local level, 19 regional psycho-technical centres (CPR) are entrusted with trainee guidance; 7 Regional Technical and Pedagogical Directorates (DTPR) are in charge of elaborating programmes and training for trainers.

22 Regional Agencies have horizontal competence for the training centres (CFPA) of which there are 130.

1.3. Organisation chart

see page 10

1.4. Number of personnel

A.F.P.A. employs 9.740 persons (1983).

1.5. Operational budget

The 1983 operating budget of A.F.P.A. amounted to 2.3 billion francs.

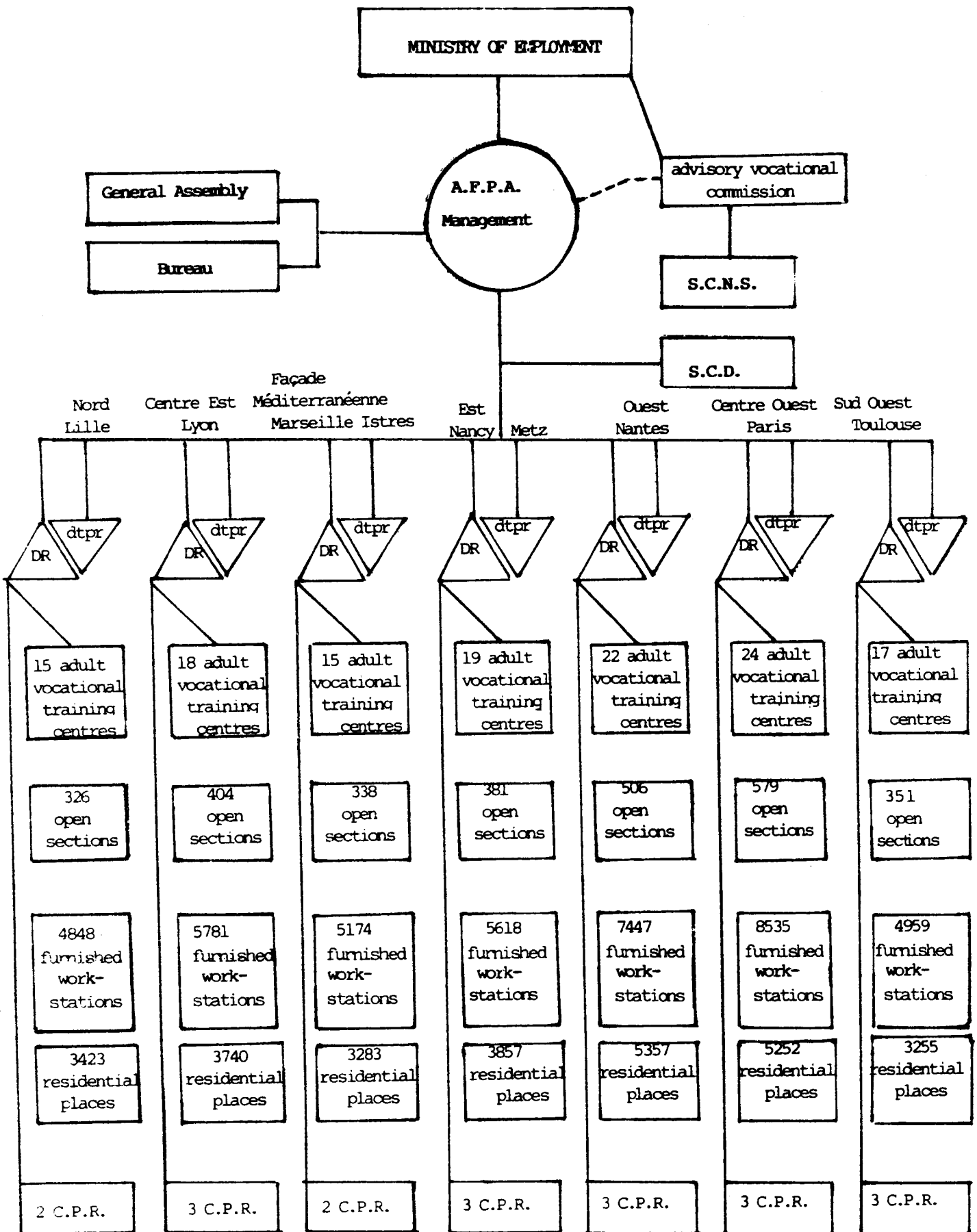
1.6. Cooperation and coordinated activities

A.F.P.A. closely collaborates with the External Services for Work and Employment and A.N.P.E.

1.7. International contacts

A.F.P.A. is in contact with UNIDO; it participates in the work of the I.L.O. and has recently requested the European Commission that it features as a body in its reference file.

1.3. Organisation chart



CPC = Advisory vocational commission
 SCD = 'Départemental' vocational training sub-commissions
 DR = Regional Directorates

SCNS = Specialised national sub-commissions
 DTPR = Regional technical and pedagogical directorates
 F.P.A. = Adult vocational training
 C.P.R. = Psycho-technical/centres

UNEDIC AND ASSEDIC

1.1. Legal status

UNEDIC at the national level and ASSEDICs at the regional ("territorial") level are non-profit associations which deal with and manage the unemployment insurance system created by the National Interprofessional Agreement of December 30th, 1958, with a new National Convention having been concluded in March 1979. This is now being wound up, and will cease to be applied on November 19, 1983. Negotiations are under way to conclude a new convention.

a) UNEDIC has the following aims:

- to provide the administrative and financial management of the system.
To this end, it gives the necessary directives to the ASSEDICs, provides them with the general information they need and ensures the coordination of their activities.
- to manage the National Compensation and Guarantee Fund which ensures the financial equilibrium of the ASSEDICs
- to ensure links and collaborate with the public employment service
- to carry out studies and research in the area of employment
- to undertake initiatives for regrading the unemployed, for vocational readaptation and for the vocational training of adults.

b) The role of the ASSEDICs is:

- to manage an Unemployment Insurance Fund within the framework of the 1958 and 1978 conventions and UNEDIC directives;
- to pay unemployment insurance allowances;
- to take employment initiatives in collaboration with the decentralised public employment services.

1.2. Decision-making bodies

Stemming from an agreement between the social partners, the unemployment insurance system has strictly bipartite structures on the level of its managing and decision-making bodies.

A National Bipartite Commission examines all questions relating to interpreting the rules and their area of application.

UNEDIC is governed by a Bipartite Council which designates from among its members a Bureau whose chairman (alternating every second year between a representative of employer organisations and of trade-union organisations) ensures the regular operation of UNEDIC.

The council is assisted by two Commissions, one administrative and the other technical, which have advisory roles.

The ASSEDICs have a similar management structure (Bipartite Managing Council together with a bureau).

1.4. Number of personnel

On June 30th, 1981 the total system employed 8.550 persons of whom
970 were managers
920 were foremen and
6660 were employees

1.5. Operational budget

In 1981, the whole of the operating budget amounted to 2.2 billion francs.

1.6. Cooperation and coordinated activities

At the national level UNEDIC cooperates closely with the 'Délégation à l'Emploi'. At the local level, the ASSEDICs coordinate their activities with those of the External Services for Work and Employment and the local employment agencies.

1.7. International contacts

UNEDIC is a member of the International Association for Social Security and participates in the meetings within that framework. It also maintains more informal relationships with the corresponding bodies in the different countries of the European Community.

Chapter II: PROCEDURES

Preliminary remark

The following text is included by the MISEP secretariat as an abridged article from Christian Bratt, "Labour Relations in Europe", 1982. It does not commit the French MISEP correspondents.

Trade-unions

The rate of unionization is about 22 % (about 18 % in the private sector). Of the five confederations officially recognized by the state as being "representative" (and therefore granted a privileged legal position), four are primarily for blue-collar workers and one is for upper-level white-collar employees.

The Confédération Générale du Travail (CGT), the General Labour Confederation, with approximately 2 million members is the largest confederation. The second confederation is the Confédération Française Démocratique du Travail (CFDT), the French Democratic Labour Confederation, with about 800,000 members in 26 unions. Both tend to describe themselves as "revolutionary" in character. The CGT announced a 17,5 % decline in membership during the 1977-80 period, and official figures on the affiliations of persons elected to employee representative bodies suggest that the decline has continued.

The Confédération Générale du Travail-Force Ouvrière (CGT-FO), which has about 600,000 members in 36 unions, is classified as a "reformist" confederation. It includes a high percentage of white-collar workers. The Confédération Française des Travailleurs Chrétiens (CFTC), the French Confederation of Christian Workers, has about 150,000 members in 45 unions. It is strongly Catholic in orientation and is especially influential in white-collar and service sectors.

The Confédération Générale des Cadres (CGC), the General Confederation of Cadres, has about 200,000 members, all of them supervisory personnel, engineers, and other specialized staff employees. In addition, there is a Fédération de l'Education Nationale (FEN), the National Education Federation, which has about 450,000 members, all teachers in the public sector.

Employers' associations

Approximately 90 % of French companies are affiliated with the Conseil National du Patronat Français (CNPFF), the French Employers' Confederation and its related sectoral organizations. The CNPFF deals with general business and economic questions as well as employment and personnel-management matters. The CNPFF itself sometimes negotiates on major issues related to employment conditions, but not on wages. Wage negotiations are handled by the sectoral confederation. State-owned companies do not belong to the CNPFF, and there is no special body established for the purpose of negotiating with employees in the public sector, either the employees of state-owned industrial companies or in the administrations.

The CNPFF embraces 83 sectoral employers' associations of various types, in manufacturing, commerce and services, as well as 163 regional associations on departmental and local levels. The largest sectoral association is the Union des Industries Métallurgiques et Minières (UIMM), the Metalworking Employers' Federation, whose 15,000 members companies have 2.7 million employees.

The organizations' activities

Traditionally, the state wields a heavy influence over company activities. Even though collective bargaining has become much more common during the past

decade or so, no aggressive efforts have been made to develop bargaining practices.

The law on collective agreements came into force in 1950 and has been revised periodically since then. Agreements may be of two types:

- "Ordinary" agreements, which only cover companies that have signed the agreements (but cover all employees in those companies, whether they are members of a union or not)
- "Extended" agreements, that is, signed by certain companies, but extended by government order to apply to all companies in a sector or region.

Only those agreements signed by one of the five "representative" union confederations can be "extended" to be generally applied. It frequently happens that unions involved in negotiations reject the agreement that results. In practice, an effort is made to persuade as many of the negotiating confederations as possible to sign negotiated agreements, particularly when the negotiations are being held at the request of the government (which is very often the case).

The 1950 law on collective agreements focuses on sectoral talks as the most important level. The 1971 revision gave more emphasis to general national agreements and to plant agreements. Since then, these levels have been growing in importance, but most agreements are still sectoral. When wages are discussed by sector, they are in terms of "minima" which are of concrete importance only in weak and marginal companies. Since there is very little company or plant bargaining, only a minority of French workers' wages are fixed on the basis of meaningful collective bargaining. As a rule, contracts are signed for an indefinite period.

The conclusion of collective agreements does not assure labour peace. Requests for new negotiations - or strikes - may appear at any time. Any group of workers may strike with or without the support of a union. This is a constitutionally guaranteed right. However, union leaders cannot call a strike with any confidence that the call will be obeyed.

When negotiations are stalemated, there is an obligatory conciliation procedure. The parties must consult with a state conciliation commission. They do not, however, have to reach agreement. In addition, there is an optional mediation procedure. In practice, the conciliation procedure is used only rarely, and the mediation procedure almost never.

Employee representatives

Three forms of employee representatives at the workplace are specified by law:

- Employee delegates (délégués du personnel), which have existed since 1936, in companies with 10 or more employees. They discuss with management problems and issues that arise in the day-to-day work - hygiene, individual wage supplements, etc.
- Works councils (comités d'entreprise), established in 1945. These elected bodies are supposed to exist in all companies with 50 or more employees, which would mean in some 12,000 companies. In actuality, the figure is considerably lower. This is the most important form of employee representation, since it is here that higher-level questions, such as company financial matters, can be discussed once a month. The councils may also be responsible for managing certain employee facilities (e.g., canteens, recreational and cultural facilities), but have virtually no real influence on management of the company.

- Union representatives (délégués syndicaux and section syndicale), created in 1968. These persons defend the employees' interests and can handle plant bargaining responsibilities. It was only when the law on this type of union representation was passed in 1968 that unions has a legally protected right to exist in companies. However, managements sometimes bypass the union representatives in bargaining, preferring to deal with the works councils, which are deemed less troublesome to deal with (the union representatives are appointed by the unions, while the works councils are elected.) The position of the union section is therefore still somewhat unclear.

Elections for works council members are to be held every other year. Elections may be held in two rounds - in the first round, only candidates put forward by unions may participate, while the second round is open to any candidates. Employee delegates are elected annually, and union candidates are given a privileged position in these elections as well.

All employees, union members and non-union members alike, have the right to vote in these elections. Results of the elections provide a good indicator of relative union strengths.

Minimum wage

The minimum wage (SMIC) is fixed by the government and revised in line with the rise in the cost of living index. The working week averaged 40.8 hours in 1980. Curbs were placed on immigration in the mid-1970's, but foreigners still account for about 10 % of the total labour force.

Share ownership and social audit

The 1967 profit-sharing law is the only obligatory measure. All companies with 100 or more employees must sign an agreement with employees on distribution of a part of profits (calculated as a portion above a certain return on net worth). The sums distributed are frozen for five years. The system at present includes some 11,700 companies with 5 million employees. The money, during the period when it is frozen, may be invested in bank accounts, bonds, stocks, or mutual funds. The sums involved are relatively small.

The 1980 law on share ownership for employees is voluntary. Share companies that have paid out certain levels of dividends may distribute 3 % of existing capital to employees in the form of newly issued shares, which are then kept in the company for three to five years.

Board representation for employees was established in 1945. Two (in certain cases four) employees have the right to be present at meetings of the board of directors. They may not vote. For some time, discussions have been proceeding on granting upper-level white-collar employees (cadres) voting board seats.

In 1977, a law came into force on the "social" annual report, requiring all companies with 750 or more employees to publish an array of statistics and other information concerning employment practices and policies. The threshold will be lowered to 300 employees in 1984.

Chapter III : LEGAL FRAMEWORK

1. LEGAL STATUS OF JOBSEEKERS

See chapter IV, measures, F-iii.1 to F-iii.7

2. LEGAL RULES/CODES FOR MATCHING LABOUR SUPPLY AND DEMAND

2.1 Compulsory notification of vacancies

A. The legal framework

The Labour Code (Book III chapter I : "Public Placement Service")⁽¹⁾ sets out:

- (1) the exclusive placement principle of jobseekers through State services, with, as a corollary, the prohibition of placement offices which charge fees
- (2) the principle of employers having compulsorily to give notice of job vacancies to the placement services of the State
- (3) the requirement of the press to transmit job offers to the State services at the same time as they are published.

As regards conventions, the national interprofessional agreement signed on February 10, 1969 by the social partners includes similar arrangements. On the other hand, the law of February 11, 1950 makes notification compulsory for vacancies for the extension of collective agreements.

B. In practice

These arrangements have not really been applied since 1945. Since 1967, there have only been some attempts, at the beginning of the 'seventies, requiring job openings to be systematically sent to the Agency by means of agreement protocols between the Agency and large public or nationalised establishments and some of the large private companies.

In 1981 the Minister of Labour declared that "the requirement of compulsory notification of jobs must really enter into effect, in particular for public administration and the whole of the public sector."

- (1) "Article L 311-1 : Under reserve of the arrangements of Chapter III hereafter and of those of articles L 762-3 et seq of the present Code, the services of the State alone are authorised to carry out the placement of workers.

Article L 311-2 : Every worker looking for a job must enrol at ANPE, the National Employment Agency.

Every employer is required to notify this Agency of all vacancies with his enterprise.

Article L 311-4 : Directors of publications are required to make known, at the same time as they publish and under conditions spelt out by decree, to the 'départemental' directorates of work and manpower and to the National Employment Agency, job offers which they are requested to publish. In case of anonymous offers, the directorates of work and manpower and the services of the National Employment Agency can, on simple request, obtain from the director of publications the information indicated in the preceding paragraph concerning the employer. Such information can be used for informing possible candidates for the job offer published."

Asked by the Minister of Labour to give its advice on implementing this principle, the Managing Board of ANPE, the National Employment Agency, came up with the following stance on January 11, 1982:

- The principle of the compulsory notification of job vacancies should only be applied to recruitment from outside the enterprise or group of companies (the aim is not to notify all vacancies within the enterprise including those leading to internal shifts).
- The principle should be applied gradually and pragmatically with the backing of the public authorities, in particular on the regulatory level. The first ways indicated were: organising press announcements of job offers; compulsory notification of offers for administrations and enterprises belonging to the public sector; action within the framework of collective agreements; compulsory notification of offers for enterprises benefiting from public finance; ...

In 1982 this principle was implemented:

- the first stage was the organising of compulsory notification at ANPE of offers brought about through solidarity contracts, giving the Agency an exclusive time span;
- the second stage was the compulsory notification to ANPE of all offers of vacancies in an enterprise signing a solidarity contract concerning the reduction of working time.

2.2 Matching supply and demand

A. Types of matching

Matching supply and demand is carried out manually by an employment adviser in the local employment agencies in function of the characteristic criteria of supply and demand (skills, location, wages, etc). This matching can be carried out:

- by matching card indices of offers and demands within resource clearing houses ('centrales ressources'). This matching leads to the jobseeker being called;
- by drawing on, during the professional interview of the jobseeker with the employment adviser, a card index of job offers on the basis of the characteristics of the jobseeker;
- by the jobseeker putting himself forward as an applicant for a job offered on the market in ANPE's 'self-service' (see below). In this case, pre-selections are made before sending the jobseeker to the enterprise.

Two types of displays of offers are currently used by ANPE:

- "libre service" (self-service) of offers in the local agencies
- "libre service" of offers in rural areas through displays in the post-offices of the head towns of the "cantons". Such displays enable users living far from their local agencies to learn of available job offers in their area and to ask to be matched with one of these offers.

B. Disseminating knowledge of job offers

Job offers are disseminated in various ways:

- through computerised transmission of job offers (the SITO system installed in 410 agencies out of the 650) which enables information on job offers to be available in real time to selected units outside the employment basin. This system also enables the matchings and their outcomes to be managed. It has been operating since 1979.
- through relationships between the regional centres of the Agency. This system of disseminating offers is based on telex links between the headquarters and the regional centres of the Agency and enables information on offers which are difficult to satisfy to be disseminated.
- specialist papers for specific job offers. Some job offers are the subject of national dissemination because of the specific characteristics. This is the case for
 - . offers for executives (SERNENC journals are sent out in 2500 copies each week)
 - . offers for jobs abroad (SEFRANE journals).

C. Experimental dissemination and matching

- SAGE offers. This is a computerised system experimented with in a regional centre of the Agency. It disseminates and manages job offers through terminals in the units, doing away with card indexes. It enables:
 - . the units of the same urban zone to be linked in real time
 - . each installed unit of the system to be questioned in real time
 - . links to be made very rapidly (one day) with units outside the urban zone, covering employment exchange flows.

This system should replace SITO for the whole of the country by 1988.

- Dissemination of job offers by telephone. The jobseeker obtains, by dialling a telephone number, information on job offers available within his area through a tape recording. He can ask to be matched with one or other of these offers by subsequently calling the local agency which is managing it.

This system for dissemination will be mainly developed in rural areas to replace displays in post offices.

Chapter IV : MEASURES Overview

2. Employment maintenance measures

- Indemnisation du chômage partiel
Compensation for partial unemployment (short-time working) (F-ii.1)
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 - . conventions de chômage partiel - partial unemployment agreements
- Actions de reconversion du Fonds National de l'Emploi
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 - . conventions de formation - training agreements
 - . conventions d'adaptation - adaptation agreements
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Compensation for total unemployment
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Basic allowance (F-iii.1)
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End of rights allowance (F-iii.3)
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- La protection sociale des chômeurs
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4. Measures aimed at training, retraining and occupational mobility

- Formation professionnelle des adultes
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 - . A.F.P.A. (F-iv.1a)
 - . Centres collectifs
Collective centres (F-iv.1b)
 - . Les centres de formation professionnelle dans les D.O.M. et les T.O.M.
D.O.M. and T.O.M. (overseas territories and 'départements' vocational training centres (F-iv.1c)
- Les actions du Fonds National de l'Emploi (F.N.E.)
Actions of the F.N.E. (National Employment Fund) (F-iv.2)

- . Actions de formation et d'adaptation
Training and adaptation actions (see F-ii.2)
- . Action de formation pour cadres sans emploi
Training for unemployed executives
- . Stages pour les demandeurs d'emploi
Traineeships for jobseekers
- Actions spécifiques d'aide d'insertion professionnelle
Specific aid actions for vocational integration (F-iv.3)
 - . Le programme en faveur des 16-18 ans
Programme for the 16-18 year olds (see F-vi.J2)
 - . Les stages d'insertion pour les jeunes âgés de plus de 18 ans
Integration traineeships for young people aged more than 18 years
(see F-vi.J3)
 - . Les contrats emploi-formation
Employment-training contracts
 - . Les stages de mise à niveau
Upgrading training periods

5. Job creation measures

- Les contrats de solidarité
Solidarity contracts (see F-vii.2)
- Emplois d'initiative locale
Local initiative jobs (F-v.1)
- Aide à la création d'entreprises par des travailleurs privés d'emploi
Aid in creating enterprises by workers deprived of employment (F-v.2)
- La ligne expérimentale pour la promotion de l'emploi
Experimental line to promote employment (F-v.3)
- Creation d'emplois publics
Public employment creation (F-v.4)

6. Measures in favour of special categories of people

- Jeunes
Young people
 - . Général
General
 - . Apprentissage
Apprenticeships (F-vi.J1)
 - . Programme en faveur des 16-18 ans
Programme for the 16-18 year olds (F-vi.J2)
 - . Stages de préparation à la vie professionnelle pour les jeunes âgés de plus de 18 ans
Preparatory traineeships for working life for young people aged more than 18 years (F-vi.J3)
 - . Contrats pour l'insertion professionnelle des jeunes de 18-25 ans
Vocational integration contracts for young people aged 18-25 years
 - a. contrat emploi-formation (employment-training contract) (F-vi.J4a)
 - b. contrat emploi-orientation (employment-guidance contract) (F-vi.J4b)
 - c. contrat emploi-adaptation (employment-adaptation contract) (F-vi.J4c)

- Stages "jeune volontaire" pour les jeunes de 18 à 25 ans
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- Femmes
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7. Measures dealing with working time

- Réduction de la durée hebdomadaire et annuelle du travail : mesures légales
Weekly and annual reduction of working time : legal measures (F-vii.1)
- Réduction de la durée du travail : les contrats de solidarité
Reduction in working time : solidarity contracts (F-vii.2)
- Réduction de la durée de la vie de travail : mesures légales concernant l'âge de la retraite
Reducing the length of working life : legal measures concerning retirement age (F-vii.3)
- Réduction de la durée de la vie de travail : contrat de solidarité préretraites
Reducing the length of working life : early retirement solidarity contracts (F-vii.4)
- Le travail à temps partiel
Part-time work (F-vii.5)

8. Placement measures

- Action de l'A.N.P.E.
Action of the A.N.P.E. (F-viii.1)
- Les aides à la mobilité géographique des travailleurs
Aid to the geographical mobility of workers (F-viii.2)
- Les mesures prises par les Pouvoirs Publics favorisant l'insertion professionnelle de certaines catégories de personnes
Measures taken by the public authorities aimed at helping the vocational integration of certain categories of people (See F-vi)

2. Employment maintenance measures

Four types of measures are described hereunder:

Compensation for partial unemployment (short-time working) (F-ii.1)

- compensation system
- partial unemployment agreements

Reconversion activities of the National Employment Fund (F-ii.2)

- training agreements
- adaptation agreements/conventions

Studies of corporate economic and social audits (F-ii.3)

Public aid to enterprises in trouble. (F-ii.4)

INDEMNISATION DU CHOMAGE PARTIEL

Compensation for partial unemployment (short-time working)

Aim

To enable enterprises going through cyclical depressions to avoid making redundancies by making use of reducing working hours

Legal basis

Working Code:

- articles R 351-18 to R351-21
- article L 322-11 (law of January 3, 1975)
- articles D 322-11 to D 322-16.

Contents

A. System for wage-earner compensation

This is a double system consisting of

- help from the State (a specific allowance for partial unemployment)
- complementary compensation covered by the employer

The specific allowance is paid for each hour below 39 hours per working week lost because of the economic situation, supply difficulties in raw material or energy (except because of an industrial dispute within the establishment), fire, exceptional weather conditions, transformation, restructuring or modernisation, or any other exceptional circumstance. It is also paid for closure due to vacation, for those wage-earners who have not had all their vacation.

It is paid for up to 600 hours as an annual ceiling.

It takes the form of hourly allowances equal to 70% of the value of the "guaranteed minimum" which is in force on July 1st of each year.

The complementary compensation covered by the employer, when added to the specific allowance, ensures wage-earners with 50% of their gross hourly remuneration with a guaranteed floor.

Agreements at the industry or enterprise level can ensure more favourable compensation.

B. Partial Unemployment Agreements

In order to prevent economic redundancies, the State can, through an agreement, cover a fraction of the complementary allowances (up to 80%). This is done within partial unemployment agreements made between the enterprise and the 'départemental' director of work and employment.

Financial resources

- 875 million francs have been allocated in the finance law for 1983 for specific allowances.
- 428 million francs have been allocated in the finance law for 1983 for partial unemployment (short-time working) agreements.

Institutional support

see above

Duration

unlimited

Effects

In 1981 17.412.000 days were compensated with the specific allowance which means a monthly average of 1.451.000 days.

45.743.600 hours of partial unemployment were compensated in 1981 on account of the agreements.

Partial unemployment is still concentrated in some industrial activities, mainly machine-building (32% of the total of days indemnified in 1981) and the textile industry (10.5%). But it has increased in all industrial sectors particularly in the metallurgical, steel and textile industries. It is to be found above all in large establishments.

It has developed in every region. The most affected are those which have large enterprises in motorcar construction and textiles (industries which have been particularly badly hit by the economic crisis), i.e. in Franche-Comté (the region which, as in the previous year, made most use of partial unemployment), Lower Normandy, the Nord-Pas-de-Calais and Lorraine.

ACTIONS DE RECONVERSION DU FONDS NATIONAL DE L'EMPLOI

Reconversion activities of the national employment fund

Aim

To facilitate the reconversions of those employed in enterprises which are considering modifying their activities

Legal basis

Decree 76-784 of August 19, 1976.

Contents

A. Training Agreements

Training agreements aim to resolve specific employment problems raised by technical change and redeploying activities in enterprises hit by the economic recession. These agreements can thus not be concluded to meet lasting training needs which can only be covered in the framework of the law of July 16, 1971 (Book IX of the Work Code). In any case, intervention by the F.N.E. must be justified by the urgency, temporary character and the specificity of the training action to be implemented.

A training agreement can be envisaged in three cases:

- when an enterprise, partially or completely changing its activities, ensures the reconversion of its personnel to maintain employment;
- when an enterprise, which foresees a reduction in its employees or is likely to wind up its activities, agrees to ensure the vocational reconversion of the workers who will be made redundant and taken on in other enterprises;
- when the creation or extension of one or more enterprises brings about an urgent need for skilled manpower which cannot be met at once by the existing training instruments (A.F.P.A. or recognised centres).

The length of training can in theory vary between 40 hours and 3 years; in practice it is between 120 and 1.200 hours.

The financial aid given by F.N.E. can involve operational expenses and remuneration. The operational expenses which can be covered by the F.N.E. amount, except in exceptional circumstances, to at most 70%, the remainder being covered by the enterprise.

For the remuneration of trainees two cases should be distinguished:

- trainees having a work contract. In this case F.N.E. can reimburse the enterprise 70% of the wages, the maximum authorised rate by the ruling. However, only exceptional circumstances can lead to a rate higher than 50% being covered;
- trainees not having a work contract. In this case the State pays the remuneration of the trainees directly according to the system foreseen by the decrees and circulars of March 30, 1979 dealing with the remuneration of trainees undergoing vocational training.

B. Adaptation Agreements

Adaptation agreements are for enterprises which set up, develop or change their production and need to envisage adapting their personnel

at the job stations. Adaptation agreements differ from training agreements on two key points:

- adaptation is carried out totally or partially at the work station and comprises a part of working hours
- adaptation does not generally lead to a change in skills.

Requests by enterprises need to be examined by the 'départemental' director of work and manpower in function of two types of criteria:

Employment criteria

- the value of the operation for local employment: a response to an employment imbalance, employment maintenance or diversification of activities in an employment zone;
- the quality and lasting character of the jobs created or maintained.

Training criteria

- the inexistence of requisite resources, public or by private agreement, likely to meet the needs
- the value of the training. The pedagogical training of the trainers is, in this respect, an indispensable condition for covering the costs. The minimum length of training is 40 hours.

Financial aid given by F.N.E. concerns:

- operating expenses
The percentage covered is negotiated between the enterprise and the 'départemental' directorate of work and employment (DDTE). With very rare exceptions, the maximum is 70% of the operating expenses relating to hours of training.
- the remuneration of those concerned
Trainees who have a working contract receive their normal wages

The DDTEs reimburse enterprises up to a maximum of 50% of the part of wages corresponding to the hours of training. However, the amount usually covered varies between 25% and 40%.

Financial resources

102 million francs are foreseen in the draft 1983 budget for training actions undertaken by agreement. This figure only concerns help in the operating expenses covered by the Ministry of Employment.

Amounts made available for remunerations feature separately in the budget of the Ministry of Vocational Training.

Institutional support

F.N.E. (National Employment Fund)

Effects

In 1981 101 training conventions were drawn up covering 7.355 trainees.

For the same year 249 adaptation agreements were drawn up with a total of 12.525 beneficiaries. Figures for 1982 will be more or less comparable.

ETUDES D'AUDITS ECONOMIQUES ET SOCIAUX DANS LES ENTREPRISES

Studies of corporate economic and social audits

Aim

- To ensure the objective validity of certain requests for economic redundancies or requests for having an agreement with the National Employment Fund (F.N.E.) (partial unemployment, training);
- to check the validity of certain recovery projects for companies experiencing difficulties or of turn-arounds after petitions have been filed;
- to make economic and social sectorial analyses;
- to study the industrial and social problems of an employment basin which is in a particularly difficult situation in order to setting in motion measures for industrial and social reconversion;
- to make technical studies on the problems of the organisation of production and work linked with the reduction of working time.

Legal basis

Contents

These studies aim at testing, where necessary, the effective existence and the bearing of the economic difficulties claimed by the enterprise.

They are decided on in agreement with the enterprise on the initiative of the ministry of employment alone or in association with other departments or the parties involved. They can be carried out at the local or central levels by experts chosen jointly by the requesters.

Financial resources

9.2 million francs have been earmarked in the 1983 budget (renewal of the 1982 credits) and 7.7 million francs foreseen in the 1984 budget

Institutional support

The F.N.E. for experimental actions.

Duration

These measures were launched as an experiment in 1982.

AIDES PUBLIQUES AUX ENTREPRISES EN DIFFICULTES

Public aid to enterprises in trouble

Aim

To face up to the increasing number of bankruptcies, French public authorities set up in 1974 an Interministerial Committee for Managing Industrial Structures, the CIASI.

Legal basis

Contents

The purpose of the CIASI was to design financial rescues enabling companies whose existence is threatened for reasons other than structural to be brought back to health. It thus contributes to employment maintenance.

To carry through the examination of the enterprises concerned, more in terms of industrial policy than a strictly financial viewpoint, a reform of this mechanism was carried through in May 1982. CIASI has been replaced by CIRI (Comité Interministériel de Restructuration Industrielle - the Interministerial Committee for Industrial Restructuring) which has increased membership by civil servants from the Ministry of Industry and by well-known persons having a truly social competence.

In order to accelerate its interventions, CIRI has independent local offices: the regional committees for industrial restructuring (CORI) which have been given full latitude for finding the funds necessary for a threatened firm employing less than 400 wage-earners. CIRI only intervenes directly for companies employing more than 400 wage-earners.

Dossiers which do not require a significant restructuring plan are examined at the 'départemental' level within the CODEFI framework (CODEFI = 'départemental' committees for financing enterprises). The CODEFI's special role is to give credit lines to meet fiscal and social deadlines to industrial enterprises which have cash flow problems.

Financial resources

Institutional support

CIRI and CORI and the Ministry of Industry

Duration

Effects

In the 7 year period from 1974 CIASI spent 2.8 billion francs, of which 2 billion were given as subsidies. 1.150 dossiers were studied and 380.000 jobs were saved. Two thirds of its interventions were successfully carried out.

3. Measures giving aid to the unemployed

- A. Compensation for total unemployment
 - 1. Basic allowance (F-iii.1)
 - 2. Special allowance (F-iii.2)
 - 3. End of rights allowance (F-iii.3)
 - 4. Flat-rate allowance (F-iii.4)
 - 5. Exceptional help allowance (F-iii.5)
 - 6. Guaranteed means for wage-earners aged 60 years or more (F-iii.6)

- B. Social protection of the unemployed

Preliminary remark:

The compensation system for total unemployment was reformed in depth in 1979. A decree of November 24, 1982 brought in some modifications to this system, the main founding principles of which are presented below.

A. INDEMNISATION DU CHOMAGE TOTAL

Compensation for total unemployment

Legal basis

The system for compensating unemployment is based on:

- the framework law no. 79.32 of January 16, 1979 (Journal Officiel -J.O. - of January 17, 1979)
- the interprofessional national agreement of March 16, 1979 signed between the representatives of employers and employees
- decree no. 82-991 of November 24, 1982.

The principles

Four principles are brought out which make a break from the original system (convention of December 31, 1958):

- simplification of the compensation system:
 - . uniforming the payments
 - . sole competence of the ASSEDICs for making the payments
- extension of the system to all wage-earners. The system is extended to every employer and to every holder of a work contract. The system applicable to workers of the public sector and of local authorities is aligned on the general system (it is the local authority or the employing body which pays the allowance)
- a new breakdown of responsibilities between the State and the social partners:
 - . on the financial level, the State henceforth pays an overall and flat-rate subsidy to the system. It agrees to maintain its contribution in cases of increase in the expenses of the system
 - . as regards competence, the law sets out the general principle and the social partners must reach an agreement within this framework
 - . the new system must constitute an incentive to taking up employment again (degressive character of the allowance paid following an economic dismissal).

The allowances (see F-iii.1 - F-iii.6)

The financial resources of the unemployment insurance system

In 1982 the total expenditure of UNEDIC amounted to 71.1 thousand million francs (the total of allowances paid, excluding administrative charges).

The total amount of contributions received during the same year amounted to 33.2 thousand million francs.

The State subsidy to UNEDIC was 24.42 thousand million francs, plus an exceptional grant of 6 thousand million francs.

The unemployment compensation system ran a deficit of some 6 thousand million francs in 1982.

The decree of November 24, 1982 brought in a certain number of reforms seeking to reduce expenditure in 1983. Furthermore, a decree of November 4, 1982 foresaw an increase of the rates of contributions from 3.6% to 4.8%.

Finally, law no. 82-939 of November 4, 1982 brought in an "exceptional solidarity contribution" for public sector workers.

These various measures are intended to contribute to bringing the system back into financial equilibrium.

In any case, since the agreement of March 27, 1979 has been terminated, it will stop being applied at the latest on November 19, 1983. Before then, the social partners should have negotiated and concluded a new agreement establishing a new compensation system.

L'ALLOCATION DE BASE

Basic allowance

The basic allowance is paid to wage-earners who have involuntarily lost their employment (dismissals) for a reason other than of economics.

Conditions for making the allowance

- to be seeking employment, in other words to be enrolled as a jobseeker at ANPE.
- to be aged less than 65 years (usual age for taking up retirement), or at least 60 years for persons who have contributed for 150 quarters to the social security.
- to be physically able to carry out a job.
- not voluntarily to have left employment unless legitimate resignation.
- length of belonging to the unemployment insurance system: at least for 91 days. However, this length conditions the duration for which payments are made.

Amount

The amount of the basic allowance is composed of the sum of a part proportional to the reference wage (42%)⁽¹⁾ and a fixed daily part (F 36 as at 1/4/83).

Minimum amount of the basic allowance: as at 1/11/82: 90,20 F/day

Ceiling of the basic allowance: 80% of the daily reference salary

Duration of compensation

<u>Age</u>	<u>Work reference</u>	<u>Length of Payment</u>
- <u>less than 50 years</u>	91 days	91 days
- less than 50 years	182 days	274 days
- less than 50 years	365 days	365 days
- <u>more than 50 years</u>	91 days	91 days
- more than 50 years	182 days	274 days
- more than 50 years	365 days	639 days
- more than 50 years	730 days	912 days

Prolongations

<u>Age</u>	<u>Work reference</u>	<u>Duration of payment</u>
- <u>Less than 50 years</u>	91 days	-
	182 days	182 days
	365 days	274 days
- <u>more than 50 years</u>	91 days	-
	182 days	182 days
	365 days	365 days
	730 days	365 days

⁽¹⁾ The reference wage is established on the basis of remunerations which have been used to calculate contributions (ASSEDIC payments) for the six civil months preceding the last day of work paid to the person in question.

L'ALLOCATION SPECIALE

Special allowance

The special allowance is paid to wage-earners who have been dismissed for economic reasons (a distinction is made between conjunctural and structural economic reasons). Dismissal is subordinated to an authorisation of the 'départemental' directorate of labour and employment.

Conditions for making the allowance

- length of membership: to be able to justify having, over the twelve months preceding the break of the work contract, belonged to one or more enterprise(s) falling within the field of UNEDIC for 182 days or 1040 working hours.
- to be a jobseeker, i.e. to be enrolled at ANPE
- to be physically able to carry out a job
- to be aged less than 60 years at the date of the break of the work contract
- not to have, without a valid reason, refused
 - . either participating in vocational training proposed notably by ANPE, APEC or APECITA
 - . or a job offered notably by ANPE.

Amount

The amount consists of the sum of a degressive part proportional to the reference wage and a fixed part.

The fixed part on April 1, 1983: 36 F/day

Proportional part to the reference wage:

- . 1st quarter: 65% of the reference wage
- . 2nd quarter: 60% of the reference wage
- . beyond these first two quarters the basic allowance is paid.

The allowance changes between a floor and a ceiling. In any case, the special allowance cannot fall below 90% of the daily minimum basic income (S.M.I.C.) for the whole of the allowance (112,61F).

Ceiling: the whole of the special allowance cannot exceed 80% of the reference wage.

Duration of compensation

- 182 days at the most
- this length is taken from the rights to the basic allowance.

L'ALLOCATION DE FIN DE DROITS

End of rights allowance

The end of rights allowance can only be paid to those receiving the basic allowance or the special allowance when they have exhausted their rights to these allowances. If they have obtained a prolongation of the rights by the competent joint commission, the end of rights allowance starts at the end of this prolongation.

The end of rights allowance automatically succeeds the preceding allowance.

Amount

This is the fixed daily part of the basic allowance (36 F as at April 1, 1983).

Duration of payment

As with the basic allowance, this varies according to age but also to the previous work reference of the persons concerned:

<u>Age</u>	<u>Work reference</u>	<u>Duration of payment</u>
- <u>less than 50 years</u>	91 days	nil
	182 days	274 days
	365 days	365 days
- <u>more than 50 years</u>	91 days	nil
	182 days	274 days
	365 days	456 days
	730 days	456 days

Rights to prolongations

<u>Age</u>	<u>Work reference</u>	<u>Duration of payment</u>
- <u>less than 50 years</u>	91 days	nil
	182 days	182 days
	365 days	365 days
- <u>more than 50 years</u>	91 days	nil
	182 days	182 days
	365 days	365 days
	730 days	456 days

A buffer is instituted through the principle according to which the maximum duration of compensation, including all allowances, cannot exceed:

<u>Age</u>	<u>Work reference</u>	<u>Maximum duration of allowance</u>
- <u>less than 50 years</u>	91 days	92 days
	182 days	639 days
	365 days	912 days
- <u>more than 50 years</u>	91 days	91 days
	162 days	639 days
	365 days	1369 days
	730 days	1825 days

L'ALLOCATION FORFAITAIRE

Flat-rate allowance

In the framework of generalising its competence, ASSEDIC has been given the charge of compensating a certain number of special categories of jobseekers by the public authorities who do not have the status of wage-earner. These are certain categories of:

- women
- young people looking for their first job.

This allowance is reserved for jobseekers who are not able to draw basic allowances or special allowances.

Criteria for admission

- not to be able to draw another allowance
- to be a jobseeker
- to be physically able to carry out a job
- to meet one of the cases of being able to have an allowance as they are summarised in the appended table.

Amount and duration of payment

- three amounts: 1.67 x SMIC, 2.22 x SMIC, and 3.33 x SMIC.
- for 365 days without any prolongations.

PEOPLE WHO ARE WITHOUT EMPLOYMENT

Benefit	Personal situation	Conditions	Amount and duration of compensation
FLAT-RATE ALLOWANCE	1. Young technological graduates or those having had a practical traineeship within a company	. to be at least 16 years of age . to have been looking for a job for 6 of the 12 months following the granting of the degree or the completion of the traineeship	64,92 F per day for 365 days
	2. Other young graduates or those having been technologically trained or having followed an accredited traineeship	idem	32,46 F per day for 365 days
	3. Young people supporting a family	. to be aged 16 to 25 years and to be supporting a family (spouse, parents, parents-in-law, minors) . to have had an activity after the 16th birthday, notably continuation of studies	32,46 F per day for 365 days
	4. Young people released from military service	. to be a jobseeker . to be looking for a job in the 12 months following the date of the ending of military service	48,69 F per day for 365 days
	5. Young apprentices	. to hold an apprenticeship contract or an employment-training contract . to be looking for a job in the 12 months following the ending of the contr.	64,92 F per day for 365 days
	6. Single women family heads	. to have ^{been} for at least 2 years widowed, divorced or legally separated, single with a dependent child . to have completed a practical traineeship within a company or obtained a diploma or followed training . to be looking for a job for 6 months	64,92 F per day for 365 days

Benefit	Personal situation	Conditions	Amount and duration of compensation
FLAT-RATE ALLOWANCE	7. Women who have followed a PF (recurrent adult education) traineeship	<p>. to have completed a vocational training course of at least 500 hours recognised by the state for remuneration or by a joint employment commission</p> <p>. to be looking for a job for 6 months of the 12 months following the accomplishment of the traineeship</p>	64,92 F per day for 365 days
	8. Freed prisoners	<p>to be looking for a job during the 12 months following their release (except for certain sentences which exclude benefits)</p>	32,46 F per day for 365 days
	9. Unemployed persons who are establishing their own company	<p>. who are already receiving a benefit or have been given notice or fulfilling the conditions for once again receiving benefits</p>	6 months of compensation within the limits of rights acquired paid in a single instalment.

L'ALLOCATION DE SECOURS EXCEPTIONNEL

Exceptional help allowance

The convention of February 24, 1981 foresaw payment of this aid to persons who have reached the maximum duration of compensation as well as to the former recipients of allowances of public aid to workers not having work, whose situation has been examined by 'départementales' commissions foreseen under article 15 of the law of January 16, 1979.

Receiving this allowance is subordinated to an age criterion: the worker concerned must be 40 years of age on the date at which he stopped benefiting from the replacement income or, if he is less than 40 years old, to have a job for at least 5 years. He must furthermore meet the conditions of resources. The expenditure relating to this aid is totally covered by State.

The aid for exceptional help was prolonged until December 31, 1982, and a further act foresees its prolongation until November 19, 1983.

Some 18,000 persons were receiving this aid on December 31, 1982.

LA GARANTIE DE RESSOURCES POUR LES SALARIES DE 60 ANS ET PLUS

Guaranteed means for wage-earners aged 60 years and more

Wage-earners whose work contract has been broken when they are 60 or more years of age can draw upon the guarantee of resources: 65% of their previous wage below ceiling, 50% above the ceiling of the social security until the usual age of retirement.

Criteria for access

- Breaking a work contract can result from dismissal or resignation. However, the agreement which enabled the guaranteed means to be paid to workers of 60 years of age who resign expired on March 31 1982 and was not extended.
- to have a minimum length of work and to justify 10 years of belonging to the Social Security as a wage-earner
- not to have settled for a retirement pension and not to have 150 valid quarters for old age insurance

Amount and duration of payment

- 65% and 50% of the previous wage
- until 65 years or age of settlement of the retirement.

B. LA PROTECTION SOCIALE DES CHOMEURS

Social protection of the unemployed

- Law no. 79.11.30 of December 28, 1979
- Law of December 19, 1981

Law of December 28, 1979:

- Enrolment in itself opens no right whatsoever to sickness insurance which is henceforth reserved exclusively to the unemployed and to jobseekers indemnified elsewhere
- Sickness insurance can be drawn for one year after the expiration of the conditions which gave right to this allowance
 - . wage-earner who stops working
 - . child of the insured person who reaches the age limit (27 years)
 - . unemployed person or first jobseeker at the end of the allocation
- After one year the person in question must draw upon personal insurance.

Law of December 19, 1981:

Jobseekers who have used up their rights maintain the benefit of the sickness insurance so long as they are still seeking employment (whether or not they are indemnified).

4. Measures aimed at training, retraining and occupational mobility

1. Vocational training of adults

- A.F.P.A. (F-iv.1a)
- Collective centres (F-iv.1b)
- D.O.M. (overseas 'départements') and T.O.M. (overseas territories) vocational training centres (F-iv.1c)

2. Actions of the National Employment Fund (F.N.E. - Fonds National de l'Emploi) (F-iv.2)

- training and adaptation actions (see F-ii.2)
- training for unemployed executives
- traineeships for jobseekers

3. Specific aid actions for vocational integration ('insertion') (F-iv.3)

- programme for the 16-18 year olds (see F-vi.J2)
- integration training periods traineeships for young people aged more than 18 years old (see F-vi.J3)
- employment-training contracts
- upgrading training periods

Vocational training has two target groups: jobseekers and those already in jobs (recurrent education).

It is the first which is studied from the viewpoint of employment policy: in other words, vocational training which allows jobseekers to adapt to the characteristics of work requirements and vocational training which enables workers threatened with dismissal to adapt in time.

I. FORMATION PROFESSIONNELLE DES ADULTES

Vocational training of adults

a. L'A.F.P.A.

The vocational training of adults is mainly carried out by A.F.P.A., the national association for the vocational training of adults, which is presented in detail in Chapter I.

A.F.P.A.'s main task is vocational training of jobseekers. It carries out reconversion, vocational promotion and development actions; its training was also opened in 1979 to wage-earners with a work contract during individual training leave. A.F.P.A. also carries out recurrent training actions at the request of enterprises, either by running tailor-made programmes or through providing teaching similar to that of its purview terms. These actions are covered by an autonomous budget financed through income through services rendered to enterprises. Finally, A.F.P.A. carries through training actions within the framework of restructuring or industrial conversion paid for by the F.N.E. (national employment fund).

In addition to its headquarters in Montreuil, A.F.P.A.'s structure consists of 7 regional delegations, each one having a teaching and technical directorate entrusted with training trainers as well as with the upgrading and development of the teaching programmes; 19 regional psycho-technical centres (CPRs) are responsible for trainee guidance and carry out psycho-technical examinations.

A.F.P.A. manages 130 vocational adult training centres spread throughout 87 'départements'.

To carry out these tasks, A.F.P.A. has a staff which has been frozen since 1979 at 9.080. 300 new jobs were established with the amended financial law of July 1981 and 250 others in the same way in 1982. These new jobs will enable A.F.P.A.'s efficiency to be increased as well as its yield, since two thirds of the people will be in teaching posts. This strengthening in numbers will also contribute to developing the actions which A.F.P.A. carries out for the Ministry of Labour (F.N.E., decentralised 'collective centres', employment-training contracts, social action fund, ...)

A.F.P.A. had in 1983 an operating budget of 2,278 million francs and an investment (equipment) budget of 278 million francs.

b. Centres Collectifs
Collective centres

Adult vocational training is also carried out by four bodies authorised by the Ministry of Labour through a decree of November 9, 1946.

Two of these fall under the law of July 1, 1901 and the other two are trade union organisations falling within the rules of the law of 1884.

37 centres are managed in this way corresponding to 186 authorised sections in 1983, which is 3 more than the previous year.

Their teaching methods and their diplomas are identical to those of A.F.P.A.

c. Les centres de formation professionnelle dans les D.O.M. et les T.O.M.
D.O.M. and T.O.M. (overseas 'départements' and territories) vocational training centres

In each (except Saint Pierre and Miquelon) of the overseas 'départements' (D.O.M.) there is an association established under the 1901 law which manages these F.P.A. centres by applying the framework convention foreseeing the joint aegis of the Ministry of Labour and the Secretariat of State of the Ministry of the Interior (overseas 'départements' and territories).

They provide the same sort of training and diplomas as those of A.F.P.A. The training set-up thus managed consists of 12 centres and 128 authorised sections, compared with 11 centres and 120 authorised sections in 1981, with the opening up of 8 new sections in Réunion.

In application of the 1977 law, the Ministry of Labour also finances vocational training in the territory of French Polynesia in application of a convention signed in 1979.

2. LES ACTIONS DU FONDS NATIONAL DE L'EMPLOI (F.N.E.)
Actions of the F.N.E. (National Employment Fund)

a. Training and adaptation actions (see F-ii.2)

b. Training for unemployed executives and similar jobseekers

These actions were the subject of a circular of June 21, 1977.

Training actions must enable unemployed executives who have experienced considerable problems in finding work to maintain their previous skills level to enable them to find a job where they are not downgraded.

Training courses dealt with by convention are for executives during their careers and not specialised training periods.

Conventions set out the ways and means for organising each training course financed by the Ministry of Labour with the help of A.N.P.E., the National Employment Agency and its recognised correspondent: A.P.E.C., the association for executives, engineers and technicians.

c. Traineeships ('stages') for jobseekers

Among the measures launched in the autumn of 1982 is the organisation, within the F.N.E. framework, of traineeships for jobseekers which must in priority be offered to the long-term unemployed. These traineeships are started up after having matched employment supply and demand and detected potential qualified jobs, by striving for training which is linked with a guarantee of being hired.

They will be carried out by public or private training bodies on the initiative of the public employment service and after A.F.P.A. has checked the pedagogics.

3. ACTIONS SPECIFIQUES D'AIDE D'INSERTION PROFESSIONNELLE

Specific aid actions for vocational integration

- a. Programme for the 16-18 year olds (see F-vi.J2)**
- b. Integration traineeships for young people aged more than 18 (see F-vi.J3)**
- c. Employment-training contracts**

The employment-training contract is a measure started in 1975 which has subsequently constituted a favoured means for vocational integration.

It is based on a common law work contract backed up by the employer's agreement to organise and finance training for the person hired and to offer him a minimum length of employment. The counterpart of this commitment is that the employer receives financial aid from the state fixed in function of the number of hours and the quality of the training.

The employment-training contract was originally reserved for young people and certain categories of women. Since the autumn of 1982, though these are still the priority target groups, some 10% of the persons taking up a contract can be over 26 years old who are experiencing trouble in getting work.

- d. Upgrading training periods**

These training periods aim at reducing, at the local level, imbalances between the supply and demand for jobs. They take into account job offers registered at the local agencies which have not been able to be filled by the usual placement operations and the jobseekers with the most appropriate skills or qualifications for the offers in question.

During the length of the training, which can vary between 40 and 500 hours, the enterprise is committed to reserving the job offer.

Financial resources

- Employment-training contracts: 1,780 million francs are foreseen in the 1983 budget for some 100.000 recipients
Furthermore, governmental measures were taken in 1983 to carry through
 - . 50,000 employment-adaptation contracts, and
 - . 50,000 employment-guidance contractsrepresenting in all a credit of 531 million francs.
- Upgrading training periods: 69 million francs are foreseen in the 1983 budget for some 14,000 recipients.

5. Job creation measures

This report only outlines measures relating to the Ministry of Employment to the exclusion of measures of the other ministries (such as industry).

Details on the five following measures are indicated

- Solidarity contracts (see F-vii.2)
- Local initiative jobs (F-v.1)
- Aid in creating enterprises by workers deprived of employment (F-v.2)
- Experimental line to promote employment (F-v.3)
- Public employment creation (F-v.4)

EMPLOIS D'INITIATIVE LOCALE

Local initiative jobs

Aim

The premium for creating local initiative jobs is an instrument aimed at enhancing the development of new local dynamics, associating the various local partners of the state in innovating and employment-enhancing actions. Thus, the real impact of the programme should be far higher than the number of premia given.

Emphasis is put on the role of getting the programme to mobilise energy around a project having an exemplary local character and bearing development potential. Thus, action has to be carried out within the framework of a real supportive strategy for supporting initiatives which is both selective and concerted. The projects selected must be able to support a strategy for bringing out unexploited opportunities for local job creation. By their exemplary character they should serve to show those active at the local level, and particularly the potential promoters of initiatives, the interest in and openings for creating jobs in a given environment.

Legal basis

Decree no. 81.898 of October 2, 1981, modified by decree no. 83.149 of March 2, 1983.

Contents

The State provides a subsidy which amounts to 40.000 francs for each full-time job created. The money is given for one year and is not renewable.

Any private body having a moral character (associations, cooperatives, SARLs - limited liability companies - etc.) can receive this aid. Public establishments are excluded from the system by the last decree.

Financial resources

239 million francs on the 1983 budget for 5.000 jobs

Institutional support

An interministerial group under the Prime Minister is in charge of the overall orientation of the programme. Departmental groups consisting of civil servants, locally elected persons and representatives of associations chaired by prefects are entrusted with promoting the programme and examining the requests for aid.

The Ministry of Employment is in charge of the budgetary management and servicing of the programme and provides the General Secretariat of the Interministerial Group.

Duration

Unspecified

Effects

From October 1981 to December 1982 15,000 premia were granted, about 50% being to local collectivities (local authorities). The majority of the remaining 50% was given to associations and some 10% to 15% to cooperatives.

The creation of 5,000 jobs is foreseen in the 1983 budget. Finance will be reserved in future for the private sector. In 1984 the measure should be renewed for 5,000 jobs.

AIDE A LA CREATION D'ENTREPRISES PAR DES TRAVAILLEURS PRIVES D'EMPLOIS

Aid in creating enterprises by workers deprived of employment

Aim

To help interested jobseekers to participate in economic development by creating their own enterprise, thereby using the abilities that they have previously acquired as wage-earners.

The arrangement adopted enables the persons concerned to retain their unemployment allowances during the period of start-up of the enterprise.

Legal basis

Law of December 22, 1980. This law makes permanent the measures instituted experimentally by the law of January 3, 1979.

Contents

The unemployed worker wishing to establish an enterprise can benefit from an amount of capital corresponding to the six cumulated months of allowances at the rate he would have had if he had retained his status as job-seeker. However, this help is only paid in the limits of the rights remaining for him. The aid also includes the social coverage which is provided free of charge for a period of 6 months from the creation of the enterprise.

The beneficiaries of this aid are workers who have involuntarily been deprived of employment and draw an unemployment allowance. They can create or take over a company before the regulatory end of the compensation foreseen by the unemployment insurance system.

Financial resources

The necessary financial resources are appropriated from UNEDIC finances. In 1982 757 million francs were pledged for this aid. If to this amount is added costs connected with the exoneration from social charges over a six months' period, the total cost of the scheme reaches some 1,2 bn francs. For the first quarter of 1983, UNEDIC paid 203 million francs.

Institutional support

UNEDIC

Duration

Effects

<u>Number of beneficiaries</u>	1981: 29.360
	1982 38.340
	1983 10.320 (first quarter)

On average, a person creating an enterprise received 19.700 francs through this aid (without including the exoneration from social charges).

Nature of supports

Enterprise creation ex nihilo	77.7%
Take-overs	13.6%
Liberal professions	8.3%
Miscellaneous	0.4%

The level of survival of the enterprises seems quite high according to surveys carried out (15% only of enterprises created having disappeared after 1½ years of operation). Nearly 20% of the enterprises looked into had created at least 1 paid job.

LA LIGNE EXPERIMENTALE POUR LA PROMOTION DE L'EMPLOI Experimental line to promote employment

Aim

To provide finance for flexibly testing diversified supporting approaches for creating activities and employment. The statutory texts specify that "any activity aimed at improving the local employment situation and which, for that, draws on original resources or methods which it would be interesting to experiment with, can receive a grant for experimental actions when public finance has not been foreseen to this end."

Legal basis

Circular of May 22, 1979 setting up the "Experimental Line" within the National Employment Fund

Contents

These actions can take on very different shapes from feasibility studies to the direct financing of a project. Aid is provided through an "employment promoting convention" signed by the employment delegate and the project promoter.

Files are examined by the 'départemental' directorates of labour and employment or sent directly to the employment delegation. The main areas in which actions have been undertaken have been:

- joint local development actions ("micro-initiatives") in cooperation with economic expansion committees, local employment committees or local development associations
- actions for integrating, or re-integrating, those who have been excluded from the labour market for long periods of time (the handicapped, ex-prisoners, "marginals", etc.)
- actions for accompanying or supporting enterprise creation, in particular cooperatives. Special efforts have been made to support original efforts to generate employment by developing a network of "management boutiques" providing responses adapted to the problems raised by the "new entrepreneurs".

Financial resources

Finance provided by the employment delegation is cumulated with finance provided by local bodies in so far as the projects presented are based on local initiatives or with finance stemming from other ministries for projects which are national in scope.

On April 1, 1983 172 projects had been supported within this framework for an overall sum of 26 million francs, meaning an average of 150.000 francs per project.

Institutional support

Employment delegation

Duration

Effects

Quantitative results are difficult to assess because of the exploratory or indirect character of the aid provided. Some figures can be given as illustrations: more than 3.000 jobs were created in the cooperative sector alone between 1979 and 1982; 2.300 jobs were created or maintained through activities of the "management boutiques" during the same period.

Mobilisation of a significant network of economic development institutions and persons had led the public authorities to considerably strengthen the resources available to this type of action. The budgetary allocation for 1983 alone (27.5 million francs) is equivalent to the entire credit drawn upon during the whole of the first four years of the existence of the "Experimental Line".

CREATION D'EMPLOIS PUBLICS

Public employment creation

Aim

To create public jobs

Legal basis

The governmental programme announced by the Prime Minister on July 8, 1981 to the National Assembly foreseeing the creation, over the two years of the plan (i.e. until the end of 1983), of 210.000 public jobs.

Contents

The 1981 rectified financial law foresaw the net creation of 41.000 jobs.
The initial financial law for 1982 foresaw the net creation of 61.000 jobs.

Financial resources

Institutional support

Duration

To the end of 1983

Effects

By the end of 1982, compared with the beginning of 1981, the increase in the supply of public and public utility jobs on the labour market reached 203.500.

The budget for 1983 is stamped by a selective policy for creating public jobs. The net employment creations in the general budget amount to 16.235 in 1983.

Programme for the creation of public employment or local initiative jobs

JOBS (net creation)	L.F.R. ⁺ 1981	L.F.I. ⁺ 1982	TOTAL
Budgetary jobs (including Post-office, telephones)	30.895	40.941	71.836
Public establishments	1.778	2.462	4.240
Private "cooperant" and teachers	1.000	2.180	3.180
Socio-cultural jobs	1.860	4.910	6.770
Miscellaneous	530	651	1.181
TOTAL	36.063	51.144	87.207
Local initiative jobs	5.000	10.000	15.000

Source : Ministry of Finance - Budget Directorate

⁺ L.F.R. : 'Loi des finances rectificatives pour 1981' (revised financial law for 1981)

L.F.I. : 'Loi des finances initiales pour 1982' (initial financial law for 1982)

6. Measures in favour of special categories of people

1. Young people

- General
- Apprenticeships (F-vi.J1)
- Programme for the 16-18 year olds (F-vi.J2)
- Preparatory traineeships for working life for young people aged more than 18 years (F-vi.J3)
- Vocational integration contracts for young people aged 18-25 years
 - a. employment-training contract (F-vi.J4a)
 - b. employment-guidance contract (F-vi.J4b)
 - c. employment-adaptation contract (F-vi.J4c)
- "Young volunteer" training periods for young people between 18 and 25 years of age (F-vi.J5)

2. Women (F-vi.F)

3. The handicapped (F-vi.H)

- Aid and guidance arrangements
- Actions aimed at fostering vocational integration
- Guaranteed income for handicapped workers

JEUNES

Youth

Between 1977 and 1981 aid to young people to help them into working life was based on arrangements known as "youth employment pacts" and (from 1981) the "Youth Future Plan". These arrangements were nothing more than a systematic and organised regrouping of schemes, some already existing (apprenticeships, employment-training contracts), some new (practical traineeships, exonerations from social security contributions) in order to reach each year quantitative objectives fixed in advance as regards the integration of the under-25s into the working force.

Over and above the quantitative results (see below), numerous studies made of these schemes since their establishment in 1977 brought out a number of shortcomings inherent in their very conception:

- aids given as a function of socio-demographic criteria do not play a sufficiently anti-discriminatory role. The most disadvantaged young people who should have been the first to benefit from these measures, were generally pushed aside through the usual phenomenon of selectivity.
- some of the 'vocational insertion' approaches used were seen to be relatively precarious and hardly led to lasting jobs.
- the stimulatory effects of these aids is doubtful: quite often the jobs helped would have been created in any case

These findings led the government to propose a new structural arrangement based on two fundamental principles:

- abandoning automatic aid formulas in favour of those negotiated with companies
- giving priority to aid formulas which have a training content.

Most of the aids given automatically and whose effects over time on net employment creation appeared to be non-existent were stopped. As a consequence, practical in-company traineeships ('stages pratiques en entreprises'), the exoneration of 50% of the employer's social security contributions and the exoneration of employer's social security contributions for non-handicraft enterprises with more than 10 employees taking on apprentices have been phased out.

The measures which have been maintained for fiscal year 1983 thus consist of:

- the specific programme for integration of young people aged 16-18 years
- the continuation of efforts for apprenticeships in handicraft enterprises employing less than 11 people;
- employment-training contracts, the number of which has been increased from 70.000 to 100.000 at an annual rate. These contracts are aimed at integrating into working life young people aged between 18 and 26, but can also be used to facilitate the placement of the long-term unemployed who are over 26. Furthermore, two new contracts have been created:
 - the employment-guidance contract ("contrat emploi-orientation") for young people needing to obtain their very first experience of working life, which will enable them to become clearer about their career;
 - the employment-adaptation contract ("contrat emploi-adaptation"), which is aimed at young people needing to obtain additional training but whose career is clearly defined.

OUTCOME OF EMPLOYMENT PACTS AND OF THE YOUTH FUTURE PLAN

	PACT I	PACT II	PACT III 1st campaign	PACT III 2nd campaign	YOUTH FUTURE PLAN
	1-7-1977 - 28-2-1978	1-7-1978 - 31-3-1979	1-7-1979 - 30-6-1980	1-7-1980 - 30-6-1981	1-7-1981 - 30-6-1982
* <u>Apprenticeships</u>	108.271	103.847	122.488	127.637	128.566
<u>Exonerations</u> :					
* - of employers' social security payments	229.949	94.943	151.558	144.374	126.807
<u>In-company traineeships</u> :					
- Places subject to entitlement	196.604	35.065	79.275	185.581	99.066
- Entitled places	185.266	27.230	69.009	168.854	83.266
* - Entries to practical 'stages'	145.679	20.332	55.303	143.461	75.154
<u>Employment-training contracts</u> :					
- Total	26.354	38.120	64.253	64.719	72.263
<u>Vocational training 'stages'</u> :					
- Offered places	77.247	60.879	48.695	40.565	68.337
* - Provided places	68.652	55.915	46.227	38.851	65.623
<u>Help to older unemployed</u>			3.408	2.662	-
<u>Premia to take on a first wage-earner</u>			11.596	11.930	13.402

APPRENTISSAGE
Apprenticeships

Aim

To enable a young person to learn, by means of a special type of work contract, a skilled trade by working and learning within a training centre for apprentices (CFA)

Legal basis

Law of July 16, 1971
Law of July 12, 1977
Law of January 3, 1979

Contents

Full exoneration is given from all social security charges for the whole period of apprenticeship in handicraft enterprises employing less than 11 employees.

Financial resources

890 million francs have been allocated to this budgetary item for 1983

Institutional support

The employer has to be recognised as an apprenticeship master and to register his contract at the 'départemental' directorate of work and employment

Effects

There are currently some 250.000 apprentices being trained in the apprentice training centres. The annual flows into apprenticeships are of the order of 130.000. Both these figures are for apprentices in general and not for those in craft firms employing less than 11 persons, these being the only ones to benefit from this measure.

PROGRAMME EN FAVEUR DES 16-18 ANS

Programme for the 16-18 year olds

Aim

To enable young people of 16 to 18 years of age who leave school without any vocational training to acquire a skill enabling them to move into the labour market.

In the longer run, the programme should lead to there being no young persons under 18 entering the labour market without having had training recognised by a diploma.

Legal basis

Ordonnance no 82-273 of March 26, 1982

Contents

All 'partners' (the State, local authorities, public establishments, associations, enterprises) are mobilised around two tasks:

- taking in, informing and guiding young people, through the establishment of reception centres ('permanences d'accueil') and, in areas where youth problems are particularly acute, 'local missions' entrusted with taking into account all their problems relating both to their entering working life and to social matters (housing, leisure, etc)

- organising alternating training actions, by linking general and theoretical training given by a training body with practical in-company training.

These alternating formulas necessarily lead to a recognised qualification (state diploma or equivalent).

They last between six months and one year.

The young people who take them have the status of "vocational training trainee" and because of this receive a monthly allowance paid by the State (600 Frs. per month for the first six months and 700 Frs. per month subsequently).

The organisation of the training is the subject of an agreement signed between the State and the training bodies which receive a grant of 15 Frs. per trainee hour, the average calculating basis being 70 to 100 hours per month according to the type of training.

Financial resources

750 million francs in 1982

2 thousand million francs in 1983 (including 700 million francs for the 1983/84 campaign).

Institutional support

"Youth guidance and training commissions" have been established at the 'départemental' level to examine, in function of the local needs, draft agreements drawn up by the training bodies.

Each commission has to include in its membership representatives of the administrations concerned and of the social partners.

Draft agreements are, following their examination, forwarded to the 'Préfet' of the region, with the favourable and unfavourable remarks of the commission. The 'Préfet' of the region signs the agreements.

Expected effects

100.000 young people should be able to enjoy alternating training during the 1982/83 campaign.

**STAGES DE PREPARATION A LA VIE PROFESSIONNELLE POUR LES JEUNES
AGES DE PLUS DE 18 ANS**

Preparatory traineeships for working life for young people aged more than 18 years.

Aim

To enlarge and complete the arrangements for integrating and training young people between 16 and 18 years of age by carrying through training programmes for young people aged between 18 and 21 years⁽¹⁾ who are looking for their first job and who, particularly because of their lack of qualifications, are experiencing serious trouble in becoming socially and occupationally integrated. Priority is given to long-unemployed young people to take part in these programmes.

Legal basis

Circular of the Ministry of Vocational Training.

Contents

So-called 'insertion' traineeships : varying in length (from 3 to 10 months), these traineeships are designed for young people who are experiencing particular problems. By rapidly up-grading them or by giving them extended educational support, they should be able to have access to skill training.

So-called 'skill traineeships' : of an average length of 6 months (800 training hours), they should enable direct access to vocational qualifications.

So-called 'in-depth guidance' : lasting between 4 and 6 weeks, they are intended for young people who, without having an insertion traineeship, are for the time being unable to describe their skill design which they need to define.

The young people are given the statute of 'vocational training trainee' and hence receive an allowance from the State equal to :

30% of the SMIC for the 18-21 year olds

40% of the SMIC for those more than 21 years of age

90% of the SMIC for the handicapped and certain categories of women

SMIC = 'salaire minimum interprofessionnel de croissance' or guaranteed minimum earnings.

Financial resources

1.1 thousand million Frs in 1983

Institutional support

'Départemental' commission for the 16-18 year olds programme

Effects

35.000 persons should be able to draw on such traineeships.

(1) Exceptions to the age limit of 21 are possible.

CONTRATS POUR L'INSERTION PROFESSIONNELLE DES JEUNES DE 18-25 ANS
Vocational integration contracts for young people aged 18-25 years

a. Contrat emploi-formation

Employment-training contracts

Aim

To enable certain categories of jobseekers experiencing particular trouble in finding work to be trained and integrated into work.

Employment-training contracts enable enterprises, on the one hand, to look after their job offers by providing wage-earners who have been hired with training which is partially financed by the State and jobseekers, on the other, to conclude work contracts, of limited or unlimited duration, which includes vocational training.

Legal basis

Decree no 82-804 of September 22, 1982. Decree no. 83-397 of May 19, 1983 modifying the system previously in force. The employment-training contract has been operating since 1975.

Contents

The employment-training contract is a working contract under common law backed up with a commitment from the employer who must organise and finance training for the person recently hired and guarantee him/her a minimum length of employment (1 or 2 years according to the type of contract). As a counterpart to this commitment, the employer receives financial help from the State (46 F per hour of training, the length of the training financed varying between 120 and 1200 hours).

These contracts are intended for young people aged 18 to 26 years. But they can also - with an upward limit of 10% of all contracts given - be used for persons of more than 26 years of age who are experiencing particular trouble in being employed : jobseekers enrolled at ANPE for more than one year, handicapped workers, women, ...

Financial resources

The 1983 budget allocates 1870 million Frs for these contracts.

Institutional support

The financial aid granted is based on signing an agreement between the State and the employer which foresees in particular : the ways of organising a traineeship ('stage'), the aim, the nature and length of the training, and the number of recipients. Requests are sent to and handled by the 'départemental' director of work and employment.

Framework agreements can be concluded with professional organisations.

Effects

72.000 employment-training contracts were signed between 1/7/81 and 30/6/82. The aim for the 1982/83 and 1983/84 campaigns is 100.000 contracts annually. The overall level for maintaining the person in employment at the end of the employment-training contract is 80%.

b. Contrat emploi-orientation
Employment-guidance contract

Aim

To enable young people who have no skills and no idea of their future career to gain first experience of working life to enable them to decide what they want to do.

Legal basis

Decree no. 83-398 of May 19, 1983

Contents

The young person is taken on by a work contract lasting at least 4 months and is trained under the supervision of a person appointed by the enterprise. In counterpart, the enterprise receives financial assistance calculated on a flat rate basis of 80 hours of training. The hourly rate is that fixed for employment-training contracts. Payment is made in one instalment at the beginning of the contract.

The employment-guidance contract is followed by evaluation and guidance sessions organised by ANPE and AFPA. It can lead on to an employment-training contract.

Financial resources

185 million francs have been allocated in the 1983 budget and 195.4 million francs in the 1984 budget with the aim of 50.000 employment-guidance contracts annually.

Institutional support

Same as for employment training contracts.

Effects

c. Contrat emploi-adaptation

Employment-adaptation contract

Aim

To help young jobseekers who are already qualified for becoming integrated into working life but need a short period of adaptation to employment.

It enables the exchequer to take over a part of the costs of the period of familiarisation with a job and with acquiring technical knowledge specific to the enterprise.

Legal basis

Decree no. 83-397 of May 19, 1983.

Contents

This is a "light type" of contract inspired by the employment-training contract based on common law backed up by an employment guarantee for at least one year.

The state's contribution to the training is fixed at 150 hours, the hourly amount paid identical to that of the employment-training contract.

The amount of the aid is paid in one instalment at the beginning of the period from which the contract takes effect.

Financial resources

350 million francs have been allocated in the 1983 budget and 366.4 million francs are foreseen in the 1984 budget, aiming at 50.000 employment-adaptation contracts annually.

STAGES "JEUNE VOLONTAIRE" POUR LES JEUNES DE 18 A 25 ANS

"Young volunteer" training periods for young people between 18 and 25 years of age

Aim

To enable young people from 18 to 25 years of age, who do not yet have a job and who are not undergoing training, to carry out, for a period ranging from 6 months to one year, a task of general interest. This experience should enable them to upgrade themselves both personally and occupationally and subsequently to raise their chances for additional training or employment.

Legal basis

Decree of January 22, 1982 and decree no. 83.349 of April 28, 1983.

Contents

The young volunteer is made available to an association, a local unit or a non-trading public establishment. During the traineeship, he receives a monthly payment by the State equal to 40% of the SMIC (minimum salary) to which is added a flat-rate allowance equal to 25% of the SMIC for transport and lodging expenses. He has the statute of vocational training trainee.

Financial resources

300 million Frs in 1982, and some 330 million Frs in 1983.

Institutional support

The Ministry responsible for Youth and Sport is entrusted with coordinating the whole of this scheme both on the national and 'départemental' levels.

At the 'départemental' level, the group of local initiative jobs (see F-v.1) examines the traineeship offers made by the various bodies. A small coordination committee, chaired by the 'Préfet', constitutes the final decision-making body.

Effects

10.000 trainees in 1982 and 10.000 expected in 1983.

3.550 traineeships had been completed by the end of 1982. An evaluation by trainees on finishing the traineeship provided the following results :

- 45% have a job, 20% in the body where they carried out their traineeship
- 13% went on to a training course to provide them with additional training.

FEMMES

Women

There are no specific aid measures for hiring adult women of 26 years of age or more. They can, however, draw on employment-training contracts (foreseen mainly for young people aged between 18 and 26 years) in the same way as other categories - handicapped workers, unemployed workers enrolled at ANPE for more than one year with a 10% quota of these contracts - when an examination of their individual situation brings out that they are experiencing particularly severe difficulties for entering working life.

Over and above legal arrangements seeking to fight discrimination between the sexes, the Ministry for Women's Rights strives to promote new action towards women in particular as regards information (intensification of the network of information centres on women's rights), guidance and vocational training (setting up in each region training activities notably in the area of new technologies).

Measures are also taken for women living alone (alimony, etc) and for the wives of craftsmen and traders (new statute), as well as for facilitating women's access to politics.

TRAVAILLEURS HANDICAPES

Handicapped workers

There are some 2 million handicapped persons in France, one million of whom are adults.

The basic text which defines the rights of the handicapped as regards employment is the guidance law of June 30, 1975, which brought about a considerable improvement of their situation. It introduced three types of measures :

1. A scheme for aiding and guiding the handicapped : Technical Commissions for Vocational Guidance and Regrading (COTOREP)

COTOREPs have two key tasks :

- to determine the quality of the handicapped worker and guide his vocational regrading
- to provide the card for invalidity, allowances to handicapped adults, compensatory allowances and rent allowance.

The 'départemental' directors of labour and employment are at present responsible for the operations of the COTOREP secretariat which comprises staff of the external services of the Ministries of Labour and National Solidarity.

The files of the handicapped persons are handled by a technical team in which AFPA work psychologists, manpower directors and specialist placement officers of ANPE participate.

2. Actions to foster the vocational integration of handicapped workers

- a. The placement mission for handicapped workers is strengthened by teams for preparing and following up regrading.
- b. The requirement to employ handicapped workers is monitored. Enterprises with more than 10 persons are required to employ 10% handicapped persons (war invalids, those injured at work and recognised handicapped workers). Enterprises which cannot fulfil this duty, pay a sum equivalent to 3 times the hourly SMIC for the number of handicapped persons they should employ. This same requirement holds true for farms with more than 15 employees.
The duty to employ can be partially annulled if employers make agreements with sheltered workshops, centres for work distribution and centres for aid through work, for the supply of working equipment.

To help enterprises to put this duty into effect, the State provides in addition to subsidies for this type of job :

- help to fitting out work stations and access to the work place, which can amount to 80% of the costs involved
- help to compensate for the additional expenses involved during the period of adapting the handicapped worker to his job, which can amount to 50% of the costs
- grants to the trainers of the handicapped.

600.000 handicapped persons have benefited from this employment scheme in France.

ANPE, which placed some 5.000 recognised handicapped workers in 1982, still had on its books on January 1, 1983 21.000 handicapped workers waiting for jobs.

- c. Recognition of sheltered workshops which opens up the right to grants for operating and investment expenses.
- d. Technical recognition of vocational reeducation centres with AFPA support.
- e. Grants for setting up and for regrading handicapped workers.

3. Guaranteed income for handicapped workers

The State guarantees income for every handicapped worker exercising no matter what vocational activity by paying an additional remuneration which is added to the wage paid by the employer.

In a protected environment, the handicapped worker is ensured of receiving a minimum of 90% of the SMIC whether he works in a protected workshop or depends on a distribution centre for work at home.

If he works for an aid centre for work (CAT), he receives 70% of the SMIC.

An allowance system enables the State to intervene above the guaranteed minimum : up to 130% of the SMIC in a sheltered workshop, and up to 110% in a CAT. In a normal enterprise the guaranteed income is equal to the wage received by the unhandicapped worker carrying out the same tasks in the same enterprise. The additional amount paid by the State cannot, however, exceed 20% of the SMIC nor bring the guaranteed income to more than 130% of the SMIC.

The level of income guaranteed to the handicapped who have sheltered work in a normal work-place (light or part-time work) is 80% of the SMIC. The State can pay an addition up to a maximum of 30% of the SMIC.

New measures should be brought in in the near future aimed at strengthening the opportunities of integrating handicapped persons :

- a. contracts between the State and volunteering enterprises for programmes dealing with the training and employment of the handicapped;
- b. individual vocational adaptation contracts partially financed by the State, aimed at easing access of handicapped workers to normal enterprises;
- c. improving the functioning of the sheltered work sector (CAT and sheltered workshops).

7. Measures dealing with working time

The reduction of working time is a key element of the employment policy which has been implemented in France since May 1981. In a period of economic slow-down, decreasing working time constitutes not only an element of social progress but also a key facet of the policy of fighting unemployment.

Having initially brought in legislative measures to get rid of the regulatory constraints on reducing the real length of work, the governmental policy has subsequently sought to foster, through stimulatory methods (solidarity contracts), negotiated reductions of working time by the social partners, taking into consideration the specific circumstances of each enterprise.

The measures in question are :

- Weekly and annual reduction of working time : legal measures (F-vii.1)
- Reduction in working time : solidarity contracts (F-vii.2)
- Reducing the length of working life : legal measures concerning retirement age (F-vii.3)
- Reducing the length of working life : early retirement solidarity contracts (F-vii.4)
- Part-time work (F-vii.5)

REDUCTION DE LA DUREE HEBDOMADAIRE ET ANNUELLE DU TRAVAIL : MESURES LEGALES

Weekly and annual reduction of working time : legal measures

Aim

To enable an advance to be made in reducing working time by reducing the upward limit on working time from the 40 hours previously fixed and providing a basic legislative framework for collective bargaining

Legal basis

Ordonnance no 82.41 of January 16, 1982

Contents

- The legal length of real work was brought down from 40 to 39 hours a week from February 1, 1982. The consequences on the remuneration of wage-earners of a decrease in their working time and their compensation, in terms of the expected effects on employment, is a matter for negotiation between the social partners. The maximum average weekly length of work (calculated on 12 consecutive weeks) is brought down from 48 to 46 hours and the absolute maximum length from 50 to 48 hours.
- The fifth week of paid leave is extended to all wage-earners.
- Within the limits of a fixed amount, making use of overtime is made more flexible: below 130 hours per worker per year the labour inspector and the representatives of the personnel have merely to be informed (previously, authorisation from the labour inspector was necessary). Above 130 hours, working overtime still has to be authorised and gives rise to compulsory rest equal to 50% (as against 20% previously).
- At the latest by December 31, 1983, the length of time of wage-earners permanently working only shifts according to a continuous cycle must not, on average, exceed, over one year, 35 hours per week worked.

Financial resources

Institutional support

Labour inspectorate

Effects

National indicators bring out that the real length of working time has generally been significantly reduced: in one year this has decreased by more than one hour, dropping for the first time below 40 hours, from 40.6 to 39.5 hours in the year to April 1, 1982.

From the second quarter of 1982 industry has increased the number of its wage-earners for the first time since 1974.

The effect of the hourly drop can be estimated at 0.5% which means that 70.000 jobs have been created or dismissals avoided.

REDUCTION DE LA DUREE DU TRAVAIL: LES CONTRATS DE SOLIDARITE

Reduction in working time: solidarity contracts

Aim

To help enterprises which have the opportunity of reducing their working hours more rapidly⁽¹⁾ to reach the 35 hours objective and have maximum effects in terms of employment.

Legal basis

Decree and order of December 16, 1982 complementing the system of solidarity contracts set up by the ordonnance no 82.40 of January 16, 1982.

Contents

Fixed financial aid is given amounting to 1.000 Frs per hour of reduction of the weekly working week and per worker. This help is regressive (the hours taken into account are reduced by one unit per year) and given for a maximum of three years.

Granting aids is conditional on a threefold commitment by the employer:

- the reduction of working time: this must result from an enterprise agreement and amount to at least 2 hours before June 30, 1984 or meet the 35 hours' objective before December 31, 1985.
- production capacity must be maintained.
- employment must be improved, taking account of the previous development in employment of the industry in question.

Financial resources

Some 1.2. thousand million francs are foreseen in 1983.

Institutional support

Granting aid presupposes the previous conclusion of a contract between the State and the employer which sets out the commitments made by the employer and the ways in which they will be monitored, the amount of the aid and the ways in which it will be paid.

The contract is drawn up by the Minister in charge of Employment or the "Préfet" according to whether the field of application is limited to or spills over the boundaries of a "département". The request is previously submitted to an advisory body where the social partners are represented (the Higher Committee on Employment, in the one case, and the "Département" Committee for Vocational Training, Social Promotion and Employment, in the other).

Effects

The first such contracts applied according to the ordonnance no. 82.40 the conditions of which differed from those described above, enabled some 10.500 persons to be hired in 1982.

For 1983, the expected effects of the new formula contracts is 60.000 jobs to be created or maintained.

(1) Ordonnance of January 16, 1982 enabling enterprises in the private sector to go beyond 39 hours.

**REDUCTION DE LA DUREE DE LA VIE DE TRAVAIL :
MESURES LEGALES CONCERNANT L'AGE DE LA RETRAITE**

Reducing the length of working life : legal measures concerning retirement age

Aim

To fulfil a long-standing social aspiration for reducing the age of retirement by enabling wage-earners aged 60 years to draw on a full retirement pension at the end of their normal career. Under previous legislation, with the exception of some measures of a partial nature (manual workers not suitable for work, former soldiers, working mothers, etc.) full retirement pension was only given on reaching 65 years of age.

Legal basis

Ordonnance no 82.270 of March 26, 1982

Contents

Wage-earners falling under the general social security system and the agricultural system can take their full retirement at 60 years provided they have paid into their insurance for at least 150 quarters (37.5 years).

Retirement at 60 is not compulsory; only those asking for it can draw it.

The counterpart to such a right is that the public authorities have sought to limit the possibility of accumulating a retirement pension and an income-generating activity. This is why a 'solidarity contribution' has been brought in which is to be paid to the unemployment insurance. This basic contribution based on gross incomes is paid in equal amounts by the employer and the wage-earner when the total amount received for retirement is higher than a certain ceiling (minimum wage + 25% per dependent person).

The reform undertaken will only assume its full scale when the complementary systems alter their own rules for payments to ensure coherence between the retirement systems. Negotiations are under way between the social partners who manage the complementary retirement systems.

Financial resources

It is estimated that the cost of the reform will have reached 18.7 thousand million francs⁽¹⁾ by 1985 (6.4 bn of which will have been covered by the complementary systems).

However, the unemployment insurance system should save 13bn Frs with the disappearance of income guarantee (compensation to jobseekers who are over 60). The net cost will thus be 5.7 bn Frs.

Effects

The foreseeable number of beneficiaries of the reduction of retirement age is estimated to be 500.000 persons in 1985.

(1) in current francs

REDUCTION DE LA DUREE DE LA VIE DE TRAVAIL: CONTRATS DE SOLIDARITE PRERETRAITES

Reducing the length of working life: early retirement solidarity contracts

Aim

To enable a replacement income to be paid to ageing wage-earners who voluntarily give up a full-time job which can then be filled by an unemployed worker.

Legal basis

Ordonnance no 82.40 of January 16, 1982

Agreement of the social partners of December 2 and 9, 1981

Decree of December 30, 1981

This is a provisional system which will remain in force until December 31, 1983

Contents

- The wage-earners who volunteer for this scheme must be aged between 55 and 60 years. They can either withdraw fully from their job ('préretraite démission') or request that their job be changed from full-time to part-time ('préretraite progressive').
- Wage-earners asking for a 'préretraite démission' will receive a replacement income equal to 65% (x) of their wage if it is below or equal to 7,080 Frs per month (Social Security ceiling on December 1, 1982). For the amount exceeding this ceiling, the allowance is 50% ⁽¹⁾.
- Wage-earners asking for a 'préretraite progressive' will receive a replacement income equal to 30% of their reference wage which, added to their part-time wage, guarantees them an income equal to 80% of their full-time wage.

Granting aid is dependent on the employer committing himself to proceeding to replace, number for number, the workers leaving or to balance each change in full-time jobs into part-time jobs by equivalent hirings. For the recruitment, the employer has to give priority to certain categories of jobseekers: young people under 26 years, single mothers, unemployed people receiving compensation or having used up their rights to compensation.

(1) The scales of compensation rates for 'préretraite démission' amounted in the initial system to 70%. The new rates which came into force on December 1, 1982 are 65% and 50%. This financing of the 'préretraite' allowances is divided up as follows:

	UNEDIC unemployment insurance system (conventional allowance)	State (National Employment Fund allowance)	Total
<u>'Préretraite démission'</u>			
- under the ceiling	45%	20%	65%
- above the ceiling	30%	20%	50%
<u>'Préretraite progressive'</u>	20%	10%	30%

Financial resources

2.4 thousand million francs is foreseen in the 1983 budget

Institutional support

Same as for solidarity contracts for reducing working time (see F-vii.2)

Effects

Some 30.000 early retirement solidarity contracts were signed in 1982 involving 320.000 potential beneficiaries, 310.000 for the 'préretraite démission' and 10.000 for the 'préretraite progressive'.

Since the target set by the government was reached and even exceeded for the early retirement solidarity contracts in 1982 but not for the reduction of working time solidarity contracts, the government intends to emphasise this second type of contracts in the future. The early retirement solidarity contracts must be made less attractive and less costly by reducing the rates of allowances paid to wage-earners who give up working.

LE TRAVAIL A TEMPS PARTIEL

Part-time work

Aim

To provide better protection of workers choosing this type of work and more equitable treatment compared with full-time workers.

Legal basis

Ordonnance of March 26, 1982

Contents

Part-time work is defined more restrictively than previously as work the hours of which are at least one fifth less than the legal or collectively agreed length of work.

Using overtime is strictly limited to avoid abuses: the work contract must determine the limits in which overtime can be worked exceeding the time for work initially foreseen. This overtime must not have any impact which brings the length of work by the part-time wage-earner up to the level of the legal or collectively agreed length of work: the total length of weekly work (contractual work plus overtime) must remain below 39 hours or the collectively agreed amount.

Guarantees are offered to wage-earners for moving from full-time to part-time and vice versa. The individual and collective rights of part-time wage-earners are aligned on those given to full-time wage-earners.

Financial resources

Institutional support

Effects

The expected effect of this text is to make the part-time wage-earner a person with full rights, this being the optic in which it was designed.

Part-time work must meet the aspirations of specific categories of the working population. It must be used as a means for accompanying the policy for reducing working time to the extent that this presupposes increased flexibility of companies' working hours to maintain productive capacity.

8. Placement measures

Action of the National Employment Agency (ANPE) (F-viii.1)

Measures taken by the public authorities aimed at the geographical mobility of workers (F-viii.2)

Measures taken by the public authorities aimed at helping the vocational integration of certain categories of persons (see F-vi)

ACTION DE L'A.N.P.E.

Action of ANPE

The purpose of ANPE is to:

- receive all jobseekers and interview them to assess their capabilities. It follows them up, particularly those who run the risk of long-term unemployment
- collect available job offers from enterprises and proceed to match them with jobseekers
- inform, advise and guide jobseekers through:

vocational information. This aims at providing the jobseeker with the information he/she has requested or which can emerge from interviews as being useful. This information deals with careers, the employment situation and job opportunities, the existing training schemes, and legislative, regulatory and collectively agreed arrangements as regards loss of employment or recurrent education.

vocational counselling. Personalised aid aims at helping an individual (jobseeker or otherwise) resolve problems relating to the choice of a career or advance in it (change, examination of motivations, capacities, and socio-economic constraints and guidance towards training).

vocational guidance. ANPE points jobseekers in the direction of

- AFPA training periods ('stages')
- 'stages' for executives financed by the FNE

participating actively in implementing three measures of the Youth Future Plan (see F-vi) - employment-training contracts, practical traineeships and preparatory 'stages' for working life - by negotiating with employers the contents of training, their length and the choice of the beneficiaries.

ANPE organises upgrading 'stages' in concertation with enterprises. These 'stages' are a particular means of placement aimed at enabling registered jobseekers to meet unsatisfied notified job offers. Put on at short notice, they can last between 50 and 500 hours. Enterprises are committed to keep open the job offers until the end of the training. These courses are intended for jobseekers registered at ANPE without any age restriction from 16 years.

ANPE is directly involved in giving specific financial aids to foster the geographical mobility of workers. (see F-viii.2).

In 1982 ANPE experimented with new services aimed at improved aid for placing jobseekers:

- evaluation of the vocational capabilities of jobseekers: this consists of services based on local units of AFPA or National Education aimed at determining the real skill of the jobseeker compared with existing skill standards. This service is available to all jobseekers.
- technical training periods ('stages') in the active technique of job search: these one day courses aim to give the jobseeker the basics for thinking about, information on and methodology for more effectively organising job search. Each is for 15 participants who are in their third or fourth month of enrolment.
- vocational guidance 'stages': these are designed to meet those problems of guidance which, within the framework of the current resources of ANPE, cannot

be satisfactorily resolved (through a mere advisory interview). The service consists of a period of guidance and a period of follow-up. They seek to enable jobseekers to:

- + make a personal and vocational appraisal of their capabilities, interests and motivations;
- + draw up and make their vocational choice;
- + acquire a methodology enabling them to be informed on jobs and on the labour market;
- + be acquainted with the various techniques of job search.

LES AIDES A LA MOBILITE GEOGRAPHIQUE DES TRAVAILLEURS Aids to the geographical mobility of workers

Aim

To foster geographical mobility

Legal basis

Decree no 77.13 of January 5, 1977 (J.O. of January 1, 1977)

Decree no 77.14 of January 5, 1977 (J.O. of January 1, 1977)

3 Decrees of March 28, 1977 (J.O. of April 16, 1977)

Decree no. 77.1048 of September 7, 1977 (J.O. of Sept. 16, 1977)

Decree of November 14, 1977

Law no 77.704 of July 5, 1977

Decree no 77.717 of July 5, 1977

Decree of July 5, 1977

Contents

Two types of aids have been given:

1. "Light aids":

- free transport vouchers
- job search allowance
- double residence allowance
- reimbursement of lodging expenses

2. "Heavy aids":

- removal allowance for changing residence:
allowance for travel expenses
lump sum allowance for furniture removal
premium for moving and reinstallation
- premium for the mobility of young people

Article 101 of the 1983 Financial Law has done away with all "heavy aids". A supplementary decree which is being signed is doing away with all "light aids" to mobility. On the other hand, a 50 million franc credit line was opened to ANPE in 1983 to enable it to continue to pay transport vouchers and job search allowances.

The granting of this credit should be based on two principles:

- giving priority to jobseekers who are particularly difficult to regrade
- making a selection in giving these aids taking the slenderness of the credits into account.

Chapter V : INFORMATION AND RESEARCH

1. Employment statistics

The first employment survey was made in 1950. The tools available for statistics, carried out by INSEE (see below) are:

- the census of the population
- Gallup polls on employment
- survey of training and professional skills

Various administrative sources also produce statistics:

- Statistics of the establishments affiliated to the UNEDIC system
- Survey of the structure of jobs
- Analysis of the annual statements of wages and salaries (INSEE)
- Survey of manpower activities and of the conditions of employment (Ministry of Labour)
- Information system on employment and salaries in the public sector (INSEE)
- Labour-market statistics (ANPE - National Employment Agency)
- Data on self-employed employers and workers of the retirement funds and the national fund for family allowances
- The statistics of the National Immigration Office (O.N.I.)

Also various catalogues are produced, those particularly relevant for employment being:

- the catalogue of trades and individual activities (NAI)
- the code of statutes (indicating who works for whom)
- job catalogue (N.A.I. and INSEE together, this being particularly in the private sector)
- the French repertory of jobs (CEREQ). It is intended to produce a register of some 400 jobs grouped into 300 categories for census requirements

Syntheses also exist:

- Annual employment estimates
- Socio-demographic accounts: these are input-output tables showing labour market flows
- Results of the "employment-training" actions indicated under Chapter IV of this report.

2. Institutional organisation

The central role is played by the National Statistical and Economic Studies' Institute, **INSEE**, and the **Ministry of Labour**. The division of work is approximately as follows:

- within the framework of its general coordinating mission, the Institute defines the concepts, constructs the catalogues, launches the major collecting operations (census, etc.,) publishes syntheses and ensures the overall coherence of arrangements;
- the Ministry of Labour produces conjunctural statistics on the employment situation and the labour market as well as the results and the studies on working conditions.

The Centre d'Etudes de l'Emploi (the Centre for Employment Studies) and the Centre d'Etudes et de recherches sur les qualifications (Centre for Studies and Research on Skills) complete the work of the public statistical system as regards studies and research.

Centre d'Etudes de l'Emploi - CEE
Centre for Employment Studies

The Centre was set up by a decree of November 25, 1970. It is a public research body reporting to the National Institute of Demographic Studies and to the Ministry of Labour. It is administered by a director appointed by decree. The employment delegate chairs the meetings of the managing board which lays down the action programme of the Centre. This committee consists of 15 members representing the main administrations and bodies competent in the field of population, employment, vocational teaching and training, statistical and economic research, as well as the general planning commissariat and DATAR (the physical planning authority). This committee furthermore embraces two scientists well known in the area covered by the centre and two of its staff researchers.

The Centre has three tasks:

- to study the functioning of the labour market in all its aspects (except statistics)
- to establish employment forecasts by sector and profession in the short and medium term in cooperation with other bodies
- to carry out research on different aspects of employment sociology and on all the problems of workers' adaptation to employment.

There are three main thrusts in the research programme of the Centre

- research on the structure and development of employment
- research on enterprises and the employment market, with particular reference to the functioning of local employment markets
- research on the behaviour of the active population, notably young people and women.

The staff of the Centre numbers some 50 persons and had a budget of some 6.5 million francs in 1980.

It publishes in particular a regular series "Cahiers du CEE" and an information bulletin.

Centre d'études et de recherches sur les qualifications - CEREC
Centre for Studies and Research on Skills

CEREC was created on March 19, 1970. It is located within the National Information Office on Teaching and Professions (ONISEP) and has a threefold task:

- to bring together the elements of an information system on employment and vocational opportunities
- to update forecasting methods for analysing the technical and social characteristics of economic activity in both sectors and regions
- to propose to teachers the vocational skills to be developed with a view to implementing modern production techniques and processes

CEREC has the following departments:

- the department on labour qualifications/skills which in particular produces the "French repertory of jobs/employment"
- the employment and forecasting department which deals with the area of the functioning of the educational system and the development of the employment market in the short, medium and long term
- the department of training and careers
- the pedagogical mission which studies technical innovations and their effects on work according to needs to bring up to date training.

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