



# EMPLOYMENT AS A RIGHT

Public work and public employment programmes : what role in economic recovery ?

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# EMPLOYMENT AS A RIGHT

***“Everyone has a duty to work and the right to get a job”***

Preamble to the 1946 French Constitution



Nobody is unemployable  
Everyone has skills, know-how.



There are many useful activities  
It is a lack of jobs, as local needs are not satisfied.



Money is not an issue  
Considering that every year, the authorities bear the costs of unemployment and shortfalls.



# THE PROJECT : THE FUNDAMENTALS

- Exhaustiveness
- Non-selective hiring
- The use of the permanent contract under ordinary law, with the choice in working hours
- Employment and training
- Complementarity of employment
- Local experimentation



# THE PROJECT : THE ECONOMIC MODEL

**Avoided Costs**  
**24 %**  
(by deprived of employment  
delition)



**Income 56%**  
(employee contributions,  
taxes from SEP, VAT from  
consumption growth)

SOURCE DE CES DONNÉES : ETCLD - TZCLD . Rapport  
d'analyse conjoint  
nov. 2019



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ZÉRO CHÔMEUR  
DE LONGUE  
DURÉE**

## OVERSIGHT AND IMPLEMENTATION



**EXPERIMENTATION  
TERRITORIALE CONTRE LE  
CHÔMAGE DE  
LONGUE  
DURÉE**



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# THE METHOD : DEVELOPMENT OF CONSENSUS



Illustrations : Camille Besse

Development of consensus

Keywords : Local consensus, political and institutional actors, socioeconomic actors, citizens, project team, local committee for employment (LCE), definition of the experimental local community, public employment service...



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# THE METHOD: IDENTIFICATION AND MEETING WITH PEOPLE PERMANENTLY DEPRIVED OF EMPLOYMENT (PPDE)



Identification and meeting of people  
deprived of employment

Keywords : Identification, volunteering,  
skills, exhaustiveness

« notion »

Illustrations : Camille Besse



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# THE METHOD: IDENTIFICATION OF USEFUL ACTIVITIES

Keywords \_\_\_\_\_: Unmet needs,  
supplementarity, cooperation,  
development of the local economy



Identification of useful activities

Illustrations : Camille Besse





# THE METHOD : THE CREATION OF ONE OR MORE STRUCTURES FOR EMPLOYMENT PURPOSES (SEP)



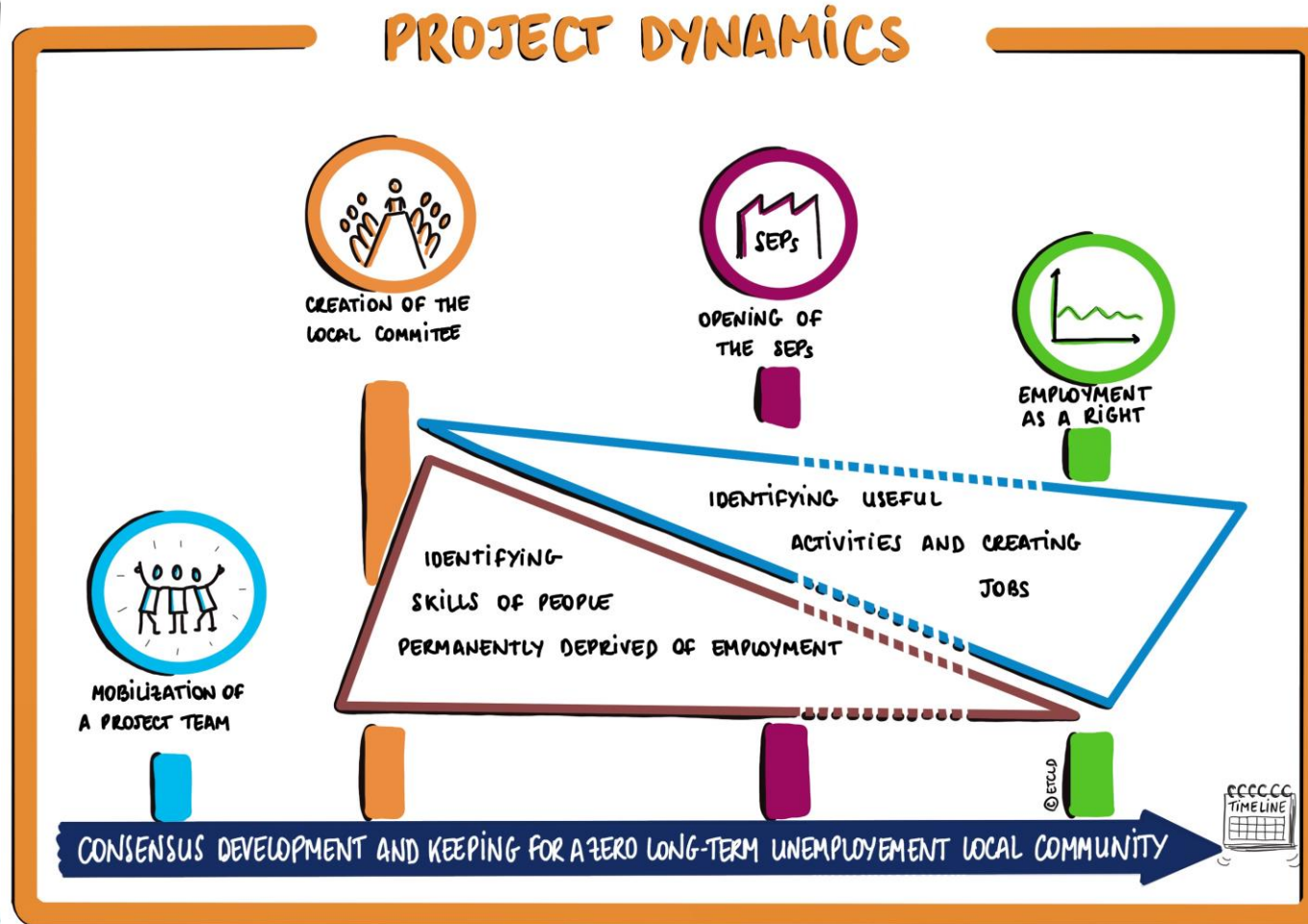
Creation of one or more structure(s) for employment purposes (SEP)

illustrations : Camille Besse

Keywords : Job creation, multiactivities, hiring volunteers, welcoming and open, coordination with the LCE



# THE METHOD: DYNAMICS

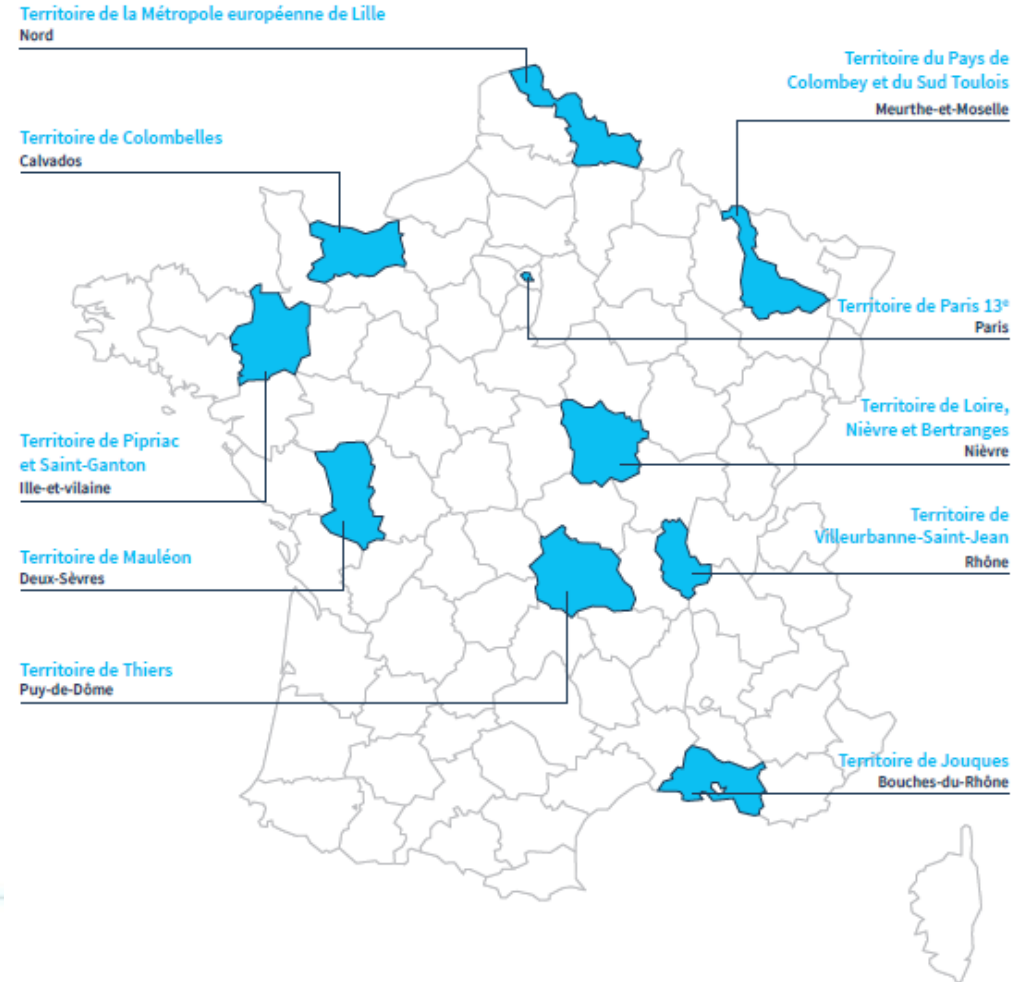


# THE ONGOING EXPERIMENTATION : THE 10 AUTHORIZED LOCAL COMMUNITIES

## Implementation period

1<sup>st</sup> experimentation : 2016-2021  
in 10 territories

2nd experimentation : 2021-2026  
in extension to the first ten  
territories and at least fifty new  
ones.



## THE OUTCOMES

Over the last five years, 1,500 people have been employed in the program across the ten territories, of which 500 managed to subsequently find regular employment outside of the SEP. This leaves 1000 formerly people permanently deprive of employment currently employed in the SEP

### Job Characteristics

- The work undertaken in the TZCLD is tailored to the needs of the local territory
- 43%—contribute in some way towards **France's ecological transition** :farm work, circular economy (recycling shop) activities against food waste
  - 34% — **local development** : general service provision for local businesses, organizations, Tourisms and local production

## THE OUTCOMES

- 29% — **Social cohesion** : building shared values and communities of interpretations, reducing disparities and exclusion: services for people living in the area (sewing, delivery, transport, bike repair...) solidarity mobility—assisting people who cannot afford or live too far from the nearest city to access medical services, buy food etc. The management of charity food shops, car workshop for people under the poverty level, local selling truck (it help isolâtes people to accès to food, to talk with other peoples..)

## Profiles

- 55,8% women – 46,2% men
- More than 50% of people has 42 years
- 20,9% 52 years or more
- No qualification
- 48% of this people would never find a job out of the project\*
- Almost 50% would never had a permanent contract\*

\*This is what the Labor Minister has focused on this report about the project (see : [Direction de l'animation de la recherche, des études et des statistiques \(Dares\)](#))

## THE OUTCOMES

### The human centered approach:

- Have a job help people to get back to the public sphere, place common to all , get back to the school to pick up their children, they're perceive otherwise by society and theirs families. (Dignity, participation in local life, citizenship)
- They have a job that make sense because it respond to societal and global challenges : ecological transition, local development, Social cohesion
- Inclusive model : job adapted to the person. This approached allowed people with disabilities to get à job : 21% of the workers or the project (more than 160 persons) it could be more important for some SPE structures like Pipriac (north west) where we can found – 43% of the workers. It could be also a good way to get back to work for single mothers etc...
- Permanent contract and flexible working time : it means projects, family vacations, better place to live... better , better material living conditions , higher income, better health



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