



Project 2023

PRESENTATION



**TERRITOIRES
ZÉRO CHÔMEUR
DE LONGUE
DURÉE**

Fundamental Principles

Preamble

The Preamble to the French Constitution gives us a common goal: the right to employment. Despite the many attempts that have been made, despite the various public services that have been set up, this right has not yet become a reality for everyone creates difficulties for individuals, their families and, more broadly, for the concerned territory. Long-term unemployment creates disorder and tension, which are both effects and symptoms of injustice. And on a national level, mass unemployment gives rise to stigmatisation and social expenditure, which are not very conducive to good results: it's a collective waste of energy.

The economy, under pressure from the ever-increasing demands of competitiveness in a globalised, financialised market, is permanently excluding people from the world of work. Our country needs to rally together and innovate in order to put an end to employment deprivation and to offer its population accessible jobs that are adapted to people's abilities and to the needs of the territory. In this way, we can give substance to the constitutional principle of the right to employment, with funding available in proportion to the needs of the population, as with all rights.

Since 2016, Territoires zéro chômeur de longue durée (Zero long-term unemployed territories) has been demonstrating that by starting with people and communities, we can work together to put an end to long-term unemployment, in the firm belief that the right to employment costs less than unemployment and, what's more, has social and environmental benefits.

Because over and above the question of access to sustainable, quality employment, ending employment deprivation in the territories also brings with it answers to the democratic and ecological challenges, we remain committed to making employment a real right.

The 3 Beliefs

The *Territoires zéro chômeur de longue durée* (zero long-term unemployed territories) project is based on three beliefs: it is humanly and economically possible to put an end to long-term unemployment on a local scale, and the experimental approach that has been in place since 2016 is gradually making this a reality. It will be assessed in the light of these three convictions, with the aim of making the right to employment a reality.

Nobody is unemployed

When jobs are adapted to people's abilities and skills.

There's no shortage of work :

There is still a vast amount of useful and varied activities to be done, when the criterion of market profitability is not the sole determining factor in the choice of activity.

There's no lack of money :

Employment deprivation costs to the community more than the creation of the jobs needed to make employment a right.

The project's Fundamental Principles

The aim of the *Territoires zéro chômeur de longue durée* project is to make effectively possible the right to employment, a principle set out in the preamble to the 1946 Constitution, for all people who are permanently deprived of one in any territory that so wishes.

○ A project developed from and undertaken with the people deprived of employment

Territoires zéro chômeur de longue durée is a territorial project based on the mobilisation and willing participation of people who are permanently deprived of employment. Everyone in the territory is invited to contribute and take part in the project. The Local Committee for Employment (LCE) brings together all of these people and players and runs the project on a local level, supported by a project team. The project's governance and the company's management must adapt to the change that makes it innovative (starting with people, their skills, their abilities and their wishes).

○ Exhaustiveness through territorial cooperation

Exhaustiveness lies in the collective will and capacity of local players, brought together within the LCE, to harness their respective tools to offer decent and accessible employment to any willing person who has been permanently deprived of it. It requires a proactive approach to identifying and reaching out to people who, for a variety of reasons, do not have the right to employment but still aspire to work. The LCE must provide ongoing guidance to ensure that the project is complete.

○ Creating additional jobs necessary for the territory

In addition to the existing jobs in the territory, the supplementary jobs needed by the population and financed to the level required are created in Companies for Employment Purposes (CEP). CEPs hire, with no selection process, people who have been recognised by the local committee for employment as being permanently deprived of employment, on open-ended contracts at chosen working time and at minimum wage, in order to promote activities that are useful to the territory and complementary to the existing offer, based on the skills, abilities and wishes of the individuals concerned. The CEP is a social economy company governed by ordinary law, which ensures the application of labour law and practises inclusive management. CEPs provide a collective framework for learning and initiative, enabling people, through training, to seize the opportunities offered by other activities.

The Right to Employment in images



The Project

The Territoires zéro chômeur de longue durée project in three Stages

1st STAGE 2016 - 2021

THE FIRST 10 EXPERIMENTING TERRITORIES

This first stage confirmed the relevance of our three convictions, demonstrated the need to implement the project and measured the need for funding for a zero long-term unemployed territory.

2nd STAGE 2021 - 2026

AT LEAST 60 EXPERIMENTING TERRITORIES

The approach is extended to the first 10 territories and to at least 50 new ones. This second stage enabled the experimental panel to be enlarged and the lessons learned from the first stage to be refined in preparation for the third stage.

3rd STAGE RIGHT TO EMPLOYMENT

MAKING THE APPROACH PERMANENT

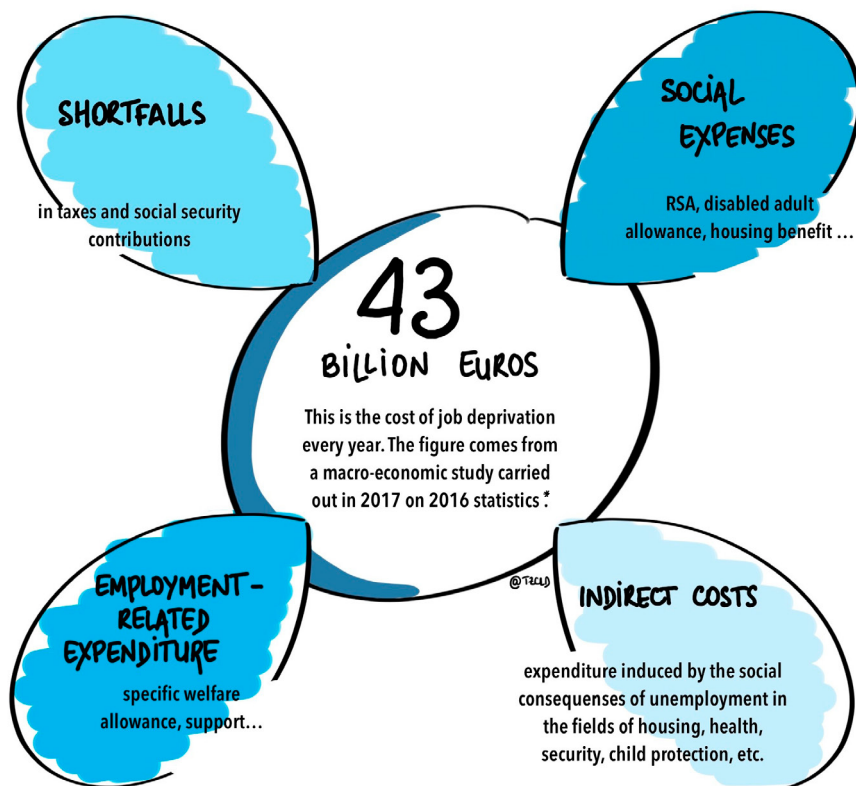
The experimenting territories provide enough experience to ensure that the conditions are met to enable any territory that wishes to implement the right to employment for all.

View interactive maps of the areas at www.tzclld.fr



The Logic Behind Funding for the Right to Employment

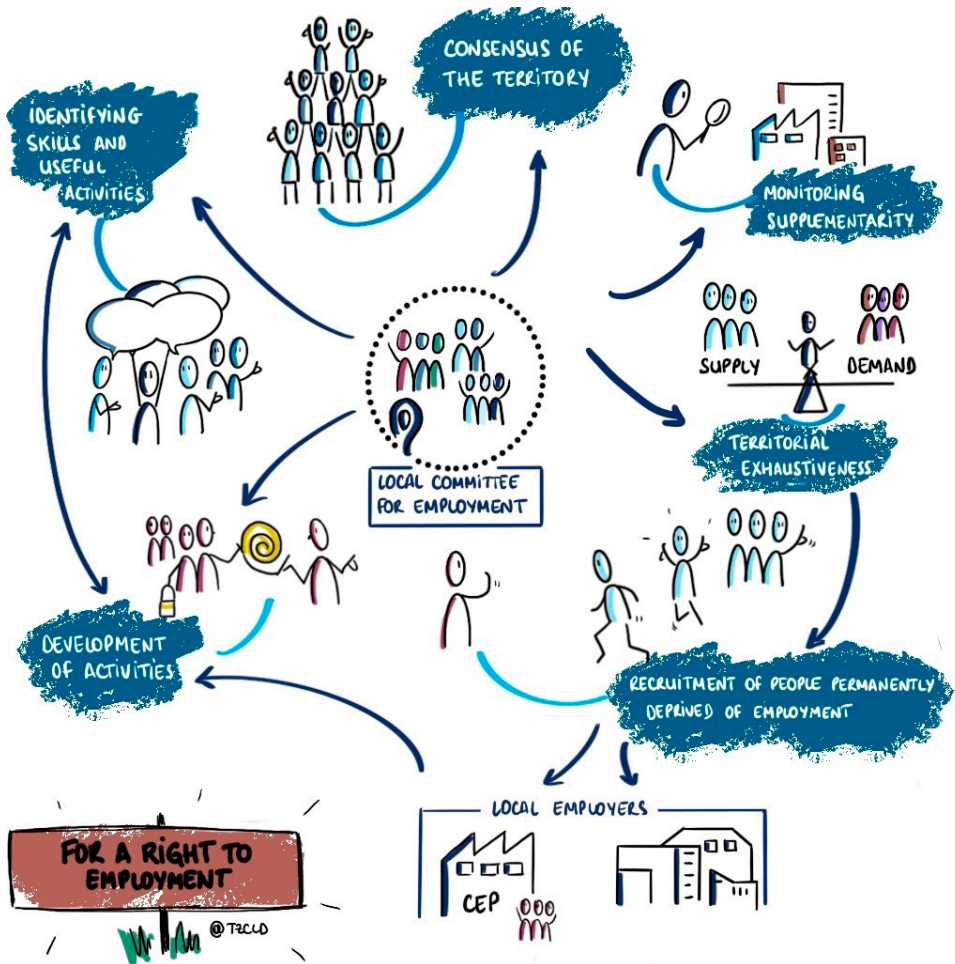
The logic behind funding the experimentation is based on activating passive expenditures related to employment deprivation. The aim is to redirect the public budgets from these costs to finance the jobs that are lacking in the territories .



*Study described in detail in *Le droit d'obtenir un emploi*, Patrick Valentin, Chronique Sociale, 2018.
Previous study carried out in 2015 by ATD Fourth World

As part of the 2nd experimental stage, the measurement of the costs and benefits generated by eliminating employment deprivation is being pursued and refined thanks to the authorisation given by law to the Experimental Fund to collect individual data.

The role of the Local Committee for Employment



The Local Committee for Employment (LCE)

An operational implementation of the local consensus-building process, the LCE refers to the steering committee of the project in the territory. It is chaired by the local councillor in charge (the Mayor, President of the Community of Municipalities, etc.) and gathers together all the willing players in the area who are working together to enforce the right to employment (representatives of local authorities, in particular the Counties, the State, people who are permanently deprived of employment, local economic players, in particular those involved in integration through economic activity, adapted work, etc.). By driving a local initiative, the LCE ensures comprehensiveness, i.e. the collective ability to offer employment to anyone who is permanently deprived of it (in local companies, social inclusion schemes, adapted companies or CEPs). The LCE is run by a project team.

Companies for employment purposes (CEPs)

A CEP is a not-for-profit social economy company, approved by the Experimentation Fund on the proposal of the territory in which it is located. The aim of this company is to create the additional jobs lacking in the territory that are accessible and adapted for people permanently deprived of employment. It hires these people on open-ended contracts at chosen working time, on proposal of the LCE. The jobs it creates are said to be supplementary ; in other words, they do not compete with existing jobs in the territory and come in support of the local economy.

CEPs have a mixed economic model combining public resources linked to the redirection of the costs of employment deprivation and their own resources from the turnover generated by useful work. They are inclusive companies : CEPs have a high rate of employment of people with disabilities.

Implementing the Approach in the Territories

1

REACHING A CONSENSUS

This is the crucial phase of explaining the project and getting local players involved in the process. Launched by a group, the consensus gradually takes shape within a local committee for employment (LCE). To maximise the chances

of success of such a project, this consensus must be supported by elected representatives and debated by as many people as possible to ensure that the territory is committed to achieving full employment on a voluntary basis.

2

INFORMATION AND MEETINGS WITH PEOPLE PERMANENTLY DEPRIVED OF EMPLOYMENT (PPDE)

The aim is to inform everyone potentially concerned and to meet all the willing people in the territory in order to get to know them and identify their skills, expertise, constraints and desires. Particular attention is paid to people living on the margins of society, some of whom are unknown by the institutions.

3

THE INVENTORY OF USEFUL ACTIVITIES

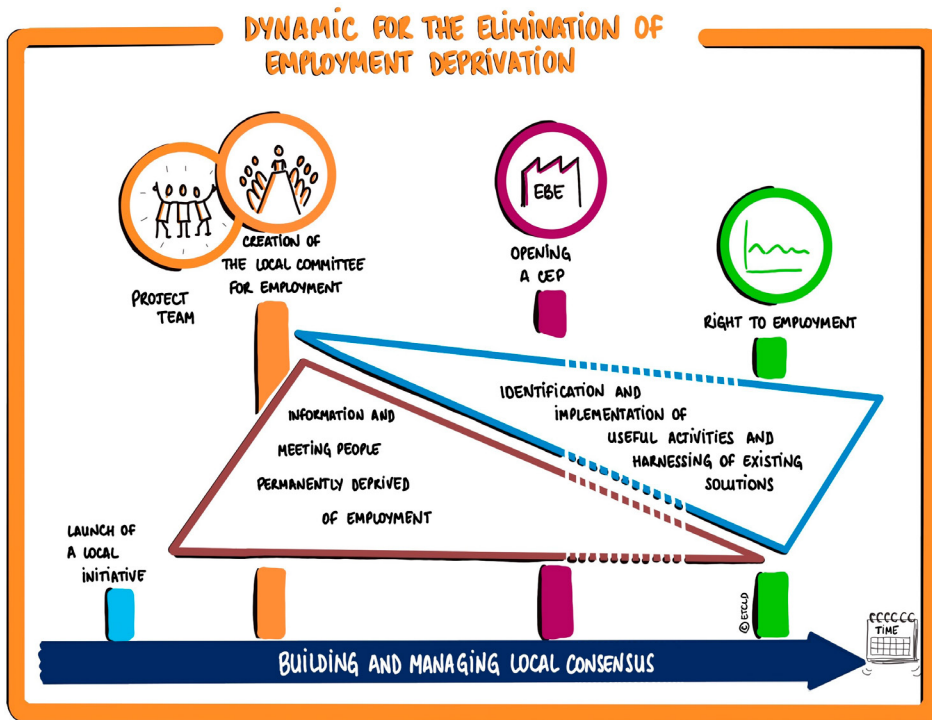
Working with the willing people, the aim is to identify unmet needs in the territory that local players (residents, businesses, institutions, etc.) consider to be useful. In this way, CEPs carry out activities that meet the needs and expertise of their employees, activities that do not compete with existing jobs in the territory.

4

THE OPENING OF ONE OR MORE COMPANIES FOR EMPLOYMENT PURPOSES (CEP)

CEP's will be appointed for creating supplementary jobs. A CEP can be backed by an existing not-for-profit social economy structure.

Once the LCE has identified the willing people and the useful activities in the territory, and if the territory is eligible, one or more

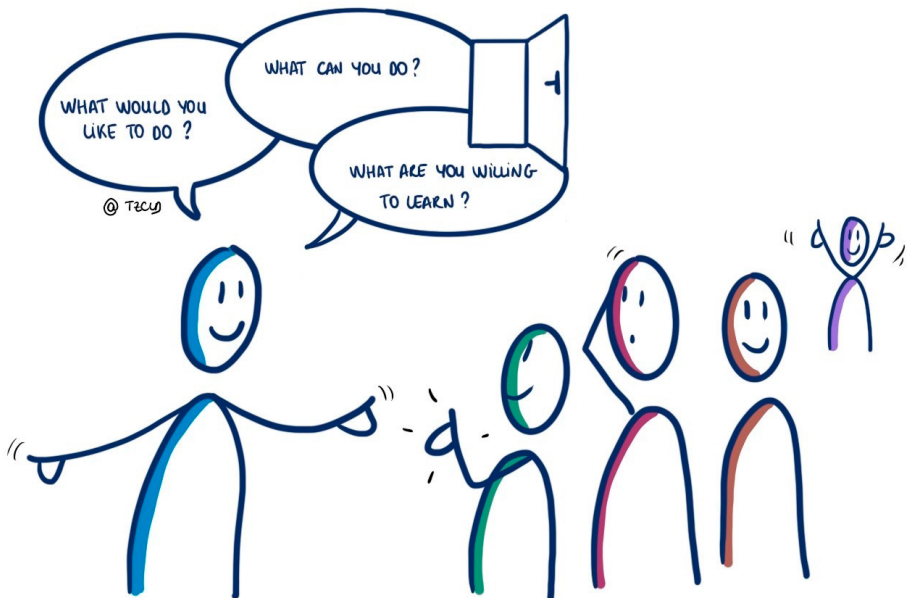


The people permanently deprived of employment at the Heart of the Project

The administrative categories of long-term unemployment do not cover all the people who want to work, which is why the TZCLD project targets the permanent deprivation of employment, which refers to an experience both suffered and expressed by the person concerned.

A person permanently deprived of employment is someone who is willing and able to obtain a job, but is unable to do so. In the TZCLD project, the aim is to work with people, not for them: they participate in the development and implementation of the right to employment in their territory .

We engage in dialogue to enable people to express their desire to get a job and to adapt the job to their situation.



Useful Activities

It is not a question of drawing up at national level a list of activities that would have to be created in all the experimenting territories.

Based on the expertise and skills of the people deprived of employment in the territory we need to work with them and all the local players to find useful activities that complement the local economy. Thanks to detailed knowledge of the territory and the involvement of local players, we can identify work and services that are useful locally but not being met. Creating these additional activities will help to construct a broader range of opportunities in the territory, particularly in terms of ecological transition and social cohesion.

■ Some examples of activities:

resale shops, recycling, re-employment workshops, bicycle repairs, deliveries, mobile and/or social grocery shops, sewing, market gardening, concierge services, recovery of unsold food, dismantling...



TZCLD's missions

The TZCLD association was created in October 2016 by *ATD Fourth World, Secours catholique, Emmaüs France, Le Pacte civique* and the *Fédération des acteurs de la solidarité* and has since been joined by many other partners such as: Coorace, APF France Handicap, *Solidarités Nouvelles face au Chômage*.

TZCLD's missions are to:

- **Support local authorities** wishing to implement the approach;
- **Support authorised territories;**
- **Draw conclusions** from the Experimentation and stimulate research, in conjunction with the TZCLD Observatory;
- **Promote the spread of the project** to ensure the sustainability of the right to employment and to act as citizen watchdog.



The background to this process is available at www.tzclد.fr



ETCLD's Missions


The Experimentation Fund was created by the first experimentation law in July 2016.

ETCLD's missions are to:

- **Propose the list of selected territories** to carry out the experimentation, approve the operating procedures of the LCEs and monitor the implementation of the right to employment in the territories;
- **Finance a portion of the salaries** of people hired by CEPs;
- **Sign agreements** with the State, local authorities and companies responsible for the experimentation in the territories;
- **Provide territories with** the support and guidance they need;
- **Draw up an assessment** of the experimentation .

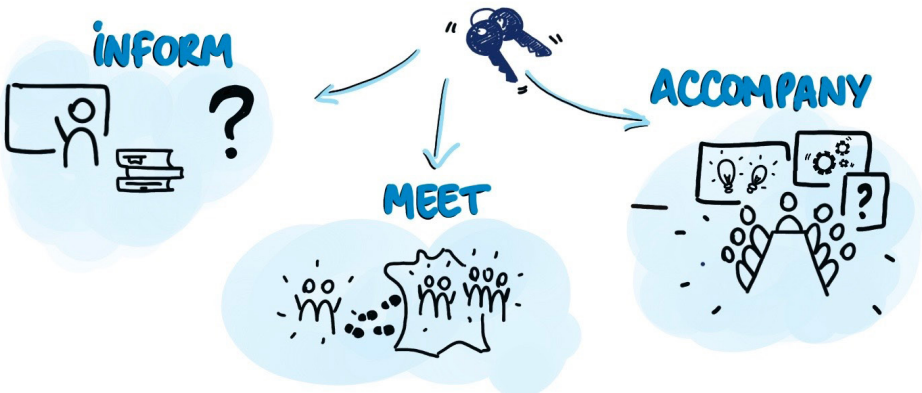
Ten territories were approved for the first stage of the experimentation. The second stage will extend the process to these initial 10 territories and to at least 50 new ones. An approved territory is one that has been authorised by the State to set up the TZCLD and that has access to public funding (from the State and the French Counties) for the additional jobs.



View the map of authorised areas and the authorisation procedure: www.etclد.fr 

Supporting Territories

TZCLD supports all territories wishing to implement the project. TZCLD's Resources and Development Center (RDC) offers complete support, adapting responses and tools to the stage reached by each territory in the process.



The TZCLD RDC is structured around three missions:

- **Meeting** the territories individually or collectively;
- **Supporting** territories, particularly in the context of regional clusters, and offering a range of training courses run by the TZCLD training organisation;
- **Informing** and equipping territories by producing, capitalising on and distributing resources.

Supporting the territories

Regional clusters

TZCLD has set up regional clusters to provide support as close as possible to the territories. They are run jointly by national representatives (employees of the national TZCLD team) and regional representatives (employees or volunteers from social inclusion, founding associations, civic mobilisation and the social economy).



The training organisation

A number of training courses are offered to local players involved in the initiative, to train them in the project methodology and support them in implementing the right to employment.



The quality of these training courses is recognised by the State: the TZCLD training organisation is Qualiopi certified, issued by Afnor Certification.

La certification qualité a été délivrée au titre de la catégorie d'action suivante : ACTIONS DE FORMATION

Find out more and register for courses at www.tzclld.fr

The TZCLD Observatory

Launched on 11 May 2022, the TZCLD Observatory is a forum for sharing and coordinating work on the project. It is made up of nearly a hundred interested researchers who responded to a call for interest launched by the association in autumn 2022.

Based on interdisciplinary approaches, the TZCLD Observatory is conceived as a crossroads between those involved in the project in the territories and the academic world. TZCLD is a local project : beyond the creation of jobs, the aim is to show the effects of implementing the right to employment.

The role of the Observatory is to:

- Support and encourage research about the project,
- Encourage access to the field and dialogue between actors in the territories and researchers as part of a learning process,
- Promote the results of research through conferences, publications, etc.



The Observatory's publications and database can be consulted at www.tzclld.fr



Our Partners

FOUNDING MEMBERS

FINANCIAL AND OPERATIONAL PARTNERS

They are working alongside the TZCLD association to make employment a right.



Cofinancé par
l'Union européenne





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join the TZCLD association at www.tzclld.fr

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