

03 - CONTEXT ANALYSIS

Auvergne region - France


Blaise Pascal University

Each outplacement intervention must take into account the socio-economic environment whose direct/indirect target groups belong and where career guidance services and training actions for professional placement will be realized.

This is a template for the context analysis.

TIP: you should have completed this document during the Designing Process.

The main dimensions of analysis to be considered are:

<p>A - Geographical area of interest: to describe the territorial boundaries and the location of the planned actions; to define the spatial limits of the analysis.</p>	<p>The region Auvergne is an ancient French province located in the center of the country, and one of the 27 current administrative regions, made up of 4 departments (Allier, Cantal, Haute-Loire, Puy-de-Dôme) and 1.300 municipalities.</p> <p>There are important disparities among the departments constituting the region, the most economically prosperous being the Puy-de-Dôme.</p> <div style="display: flex; align-items: flex-start;"> <div style="flex: 1;">  </div> <div style="flex: 2; padding-left: 10px;"> <p>Auvergne covers 26.000 square kilometers, with a population of 1,35 million inhabitants, that is 2% of the total French population.</p> <p>The average density in Auvergne is of 52 inhabitants/km², far below the national one (112/km²); a large part of the territory being rural and remote from urban areas.</p> </div> </div> <p>Auvergne region is criss-crossed by a dense network of natural waterways, which gave it the name of “water tower of France”; there are important contrasted climatic variations.</p> <p>Auvergne is also known also for its middle-mountain, dormant volcanoes and thermal springs, and for the quality of its spaces and the beauty of landscapes. Two natural regional parks cover more than ¼ of the area, and numerous environmental devices protect flora and fauna. All these diversified geographical characteristics make Auvergne an important touristic region in France.</p>
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B - Economic and productive system:																																																																																																													
<p>B1 - classification of economic activities (sectors): composition of the productive structure of the territory and description of economic specializations</p>	<p>Auvergne is an industrial region, since the part of industry in the active population represents 22%, above the national average (18%).</p> <p>One of the main regional industries is in the tyre sector, but the industrial fabric is diversified: metallurgy, mechanics, pharmacy, and concerns also some ancient local industrial traditions. The agro-food sector is also well represented, and agriculture itself counts 9% of the regional jobs, as it two times the national average.</p> <p>The different activities linked with tourism have been present for a long time, and Auvergne represents 3% of market share in the whole national touristic activity ; but this sector is characterized by a strong seasonality and a large part of the jobs are not full-time.</p>																																																																																																												
<p>B2 - number and size of firms: numerical consistency of the enterprises per classes of employees</p>	<p>Auvergne as a whole is constituted of an industrial network of small organizations, most of them employ less than 50 people, very few national or international groups are installed in the region, except some well-known as Michelin. They are essentially located in or around the regional capital.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="6" style="text-align: left;">Regional companies by activity sector - volume of employees</th> </tr> <tr> <th style="text-align: left;">31 December 2010</th> <th>0</th> <th>1 to 9</th> <th>10 to 19</th> <th>20 to 99</th> <th>>100</th> </tr> </thead> <tbody> <tr><td>Extractive industries</td><td>82</td><td>83</td><td>19</td><td>1</td><td>0</td></tr> <tr><td>Manufacture of goods</td><td>656</td><td>1 084</td><td>189</td><td>42</td><td>8</td></tr> <tr><td>Manufacture of textiles and clothes</td><td>255</td><td>71</td><td>50</td><td>11</td><td>3</td></tr> <tr><td>Woodwork, paper and printing</td><td>448</td><td>279</td><td>111</td><td>10</td><td>3</td></tr> <tr><td>Chemical industries</td><td>34</td><td>27</td><td>13</td><td>3</td><td>2</td></tr> <tr><td>Pharmacy</td><td>8</td><td>6</td><td>10</td><td>7</td><td>4</td></tr> <tr><td>Rubber and plastics</td><td>228</td><td>187</td><td>114</td><td>33</td><td>14</td></tr> <tr><td>Metallurgy</td><td>233</td><td>255</td><td>211</td><td>31</td><td>10</td></tr> <tr><td>Manufacture of IT and electronic equip.</td><td>42</td><td>28</td><td>12</td><td>8</td><td>1</td></tr> <tr><td>Manufacture of electric equipments</td><td>18</td><td>26</td><td>15</td><td>6</td><td>2</td></tr> <tr><td>Manufacture of equipments</td><td>57</td><td>68</td><td>32</td><td>7</td><td>1</td></tr> <tr><td>Manufacture of transports equipments</td><td>23</td><td>20</td><td>20</td><td>8</td><td>3</td></tr> <tr><td>Other manufactures</td><td>890</td><td>430</td><td>132</td><td>10</td><td>3</td></tr> <tr><td>Production of gaz, electricity</td><td>1 309</td><td>64</td><td>42</td><td>12</td><td>1</td></tr> <tr><td>Other</td><td>276</td><td>154</td><td>52</td><td>18</td><td>3</td></tr> <tr><td>Total</td><td>4 559</td><td>2 782</td><td>1 022</td><td>207</td><td>58</td></tr> </tbody> </table> <p><i>Source Insee</i></p>	Regional companies by activity sector - volume of employees						31 December 2010	0	1 to 9	10 to 19	20 to 99	>100	Extractive industries	82	83	19	1	0	Manufacture of goods	656	1 084	189	42	8	Manufacture of textiles and clothes	255	71	50	11	3	Woodwork, paper and printing	448	279	111	10	3	Chemical industries	34	27	13	3	2	Pharmacy	8	6	10	7	4	Rubber and plastics	228	187	114	33	14	Metallurgy	233	255	211	31	10	Manufacture of IT and electronic equip.	42	28	12	8	1	Manufacture of electric equipments	18	26	15	6	2	Manufacture of equipments	57	68	32	7	1	Manufacture of transports equipments	23	20	20	8	3	Other manufactures	890	430	132	10	3	Production of gaz, electricity	1 309	64	42	12	1	Other	276	154	52	18	3	Total	4 559	2 782	1 022	207	58
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The regional industry represents only 2,6% of the French industry, while some activities are well represented, such as pharmacy, rubber and plastics, or metallurgy. If considering the distribution according to the number of workstations, the interpretation is not really different.

Regional industrial companies by activity sector - part of the national market

31 December 2010	Number of companies		Number of workstations	
	Auvergne	Auvergne/ France (%)	Auvergne	Auvergne/ France (%)
Extractive industries	185	3,9	684	2,7
Manufacture of goods	1 979	2,8	14 351	2,5
Manufacture of textiles and clothes	390	1,7	3 757	3,2
Woodwork, paper and printing	851	2,6	5 563	2,6
Chemical industries	79	1,7	1 595	1,1
Pharmacy	35	4,3	2 794	3,4
Rubber and plastics	576	3,0	17 869	6,0
Metallurgy	740	3,0	14 182	3,5
Manufacture of IT and electronic equip.	91	1,9	2 345	1,7
Manufacture of electric equipments	67	1,8	1 575	1,3
Manufacture of equipments	165	1,9	1 736	0,9
Manufacture of transports equipments	74	1,8	2 961	0,8
Other manufactures	1 465	2,2	5 686	2,0
Production of gaz, electricity	1 428	3,7	2 546	1,5
Other	499	2,4	4 429	2,4
Total	8 628	2,6	82 073	2,5

Source Insee

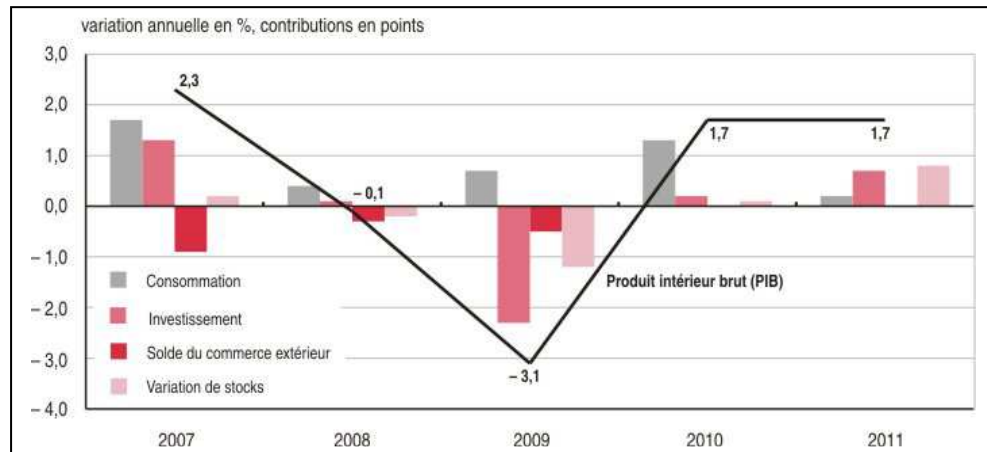
B3 - Presence of clusters, productive specialization and local labour systems: if so, describe them

Despite its restricted local market, Auvergne has developed numerous national and international industrial “champions” such as Michelin or Limagrain, their respective headquarter being located in Clermont-Ferrand, and also a lot of dynamical SMEs. Most of them export till 75% of their production worldwide.

Auvergne is also one of the first French research hubs in different sectors: chemistry, aeronautics, steel, agronomy, biotechnology...

Auvergne is the only French region to host 6 of the biggest IT services companies on a national and international scale. All of them operate on the technological business park located in Clermont-Ferrand. The IT sector gather 700 regional companies and employs 7.000 people.

	<p>Auvergne has high-yield ways, such as a dedicated business incubator or a centre of virtual reality, plus famous laboratories, among them 2 Labex located in Blaise Pascal University.</p> <p>Auvergne is intended to be a land of research and excellence, and the administrative region supports this dynamism with a strong policy. Nowadays Auvergne hosts 3 national competitiveness poles (rubber and polymers, mechanics, grain production), 3 national clusters (aeronautics, music and image, nutrition and health), and 7 regional cluster initiatives.</p> <p>In 2009 the Regional Council in coordination with State has launched a call for tender in order to label some cluster initiatives in Auvergne. Seven have been selected in the following domains: TIC, macrobiotic, plastics, mechatronics, eco-technology, nutrition, pain therapy.</p> <p>Four years later, a second call for tenders has just been launched, for developing in Auvergne new economic sectors with a strong potential.</p>
<p>B4 – Produced added value, GDP per capita</p>	<p>In 2011, Auvergne had a trade surplus of 810 millions euros, while the national trade balance was in deficit of 70 billions euros, the most part represented by energy. Regional industry is the cornerstone of the external trade and represents 75% of export and 72% of import.</p> <p>The products from agriculture and agri-food industries are also a main part of the local economy and represent 13% of sales abroad and 5% of purchases.</p> <p>The first trade partner of Auvergne is European Union, followed by the African continent and by United States.</p> <p>Industrial activities actively contribute to the wealth creation, with a higher share (+3,7%) than the national level. Non market services occupy a larger and larger part of the regional economy, and produce 27% of the added value, but market-related services remain less developed than in France.</p> <p>In 2010, the GDP of Auvergne amounted 32,4 billions euros, that was the 19e level among the 27 regions. Our region is weak compared to the four first ones which contribute together to the half of the French GDP. In fact, the regional companies are not numerous in high-valued markets.</p> <p>Nevertheless, the GDP per capita was better, et placed Auvergne on the 15nd national rank, wik 24.050 euros, while it increased more slowly than in France, this weak progression due to the structure of our production system.</p>



B5 – Presence of path-dependence effects related to the economical history of the area:
elements of economic and industrial history of the area

With its weak average density, Auvergne is located in Europe in a wide diagonale from Portugal to Luxembourg, which is well-known as “Diagonal void”. Urban space is more and more important, 70% of the inhabitants live in cities. Clermont-Ferrand, the regional “capital”, is located in a wide urban area which gather almost 50% of the whole regional population.

Its diversified geographical characteristics (among them middle mountain and vulcanism), make Auvergne an agricultural and touristic region. In an other hand, during a long time it was away from the major freeways and is remaining landlocked, which brakes its economic growth.

An important historical point is the significance and influence of the company Michelin in Clermont-Ferrand and the region: created in 1889, the firm became omni-present in the socio-economic background and also in the individual lives, parallely with its international progress. Recently, the globalisation and the crisis have reduced its influence, but Michelin remains one of the very rare main French firms to have its headquarter away from Paris.

B6 - other elements useful to understand the economic and productive structure of the area

Auvergne occupies a central position in France and during a long time, it has been determined by its geographical specificities, specifically its middle-mountainous conditions. During a long time Auvergne was away from the major freeways and is remaining landlocked; despite this, Auvergne was always a land of exchanges with its neighbours.

Auvergne still remains a strongly rural area, with only 16 towns with more than 10.000 inhabitants; and only Clermont-Ferrand counts more than 50.000 inhabitants. Important disparities exist within the regions: Puy-de-Dôme is three times more populated than the other departments.



Like all the other regions, Auvergne is managed by a Prefect who represents the French Republic; it is provided with a Regional Council: as a territorial authority, Auvergne is since 1982 a main tool of decentralization.

That means that even the regions have not any legislative autonomy, they have an administrative power on a wide range of competences, among them secondary and higher education, research, vocational training and apprenticeship, spatial development and infrastructures, and globally the economic development.

According to the principle of free administration in local authorities, the regions have a financial autonomy and their own budget that they must distribute among their diverse domains of competences. Their receipts are composed both with State dotations and with their own local taxation.

C - Social system and demography: statistical and stratified data to describe the reference population

After a continuous decrease during twenty years, Auvergne population is nowadays increasing. This demographic renewal is due to positive net migration which however stays lower than the French average. And median age is higher in Auvergne than in France, Auvergne is one of the first oldest regions. This ageing has led to the decrease of the active population.

Auvergne region counts almost 1,5 million inhabitants, with important disparities between Puy-de-Dôme which is mainly growing, and the three other departments, as pointed in the following data.

Population by activity - 01 January 2010						
(no more recent data available)	Allier	Cantal	Haute-Loire	Puy-de-Dôme	Auvergne	France
Working age population (thousands)	147,0	66,2	99,5	293,3	605,9	30 107,5
Men employed (%)	32,7	35,6	35,4	33,3	33,7	33,2
Women employed (%)	29,5	31,4	30,2	29,9	30,0	30,1
Men unemployed (%)	3,9	2,5	3,0	306,0	3,5	4,2
Women unemployed (%)	4,2	3,0	3,4	3,9	3,8	4,5
Inactive population (thousands)	62,1	24,9	38,7	121,4	247,1	11 685,2
Retired (%)	12,1	12,3	11,8	10,1	11,1	8,8
Pupils, students (%)	7,9	7,2	8,3	11,4	9,6	10,3
Others	9,7	7,8	7,9	7,7	8,3	8,9
Total (thousands)	209,1	91,1	138,1	414,7	853,0	41 792,7

field= population from 15 to 64 years old

Source INSEE



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Labour force participation (%) - 01 January 2010						
(no more recent data available)	Allier	Cantal	Haute-Loire	Puy-de-Dôme	Auvergne	France
Men	73,5	74,9	75,4	74,0	74,2	75,8
from 15 to 24 years old	52,1	52,3	51,8	45,0	48,3	47,1
from 25 to 54 years	93,1	94,7	94,9	94,4	94,2	94,2
from 55 to 64 years	38,6	39,1	39,1	42,3	40,4	45,6
Women	67,2	70,3	68,5	67,4	67,8	68,4
from 15 to 24 years old	41,7	42,9	40,3	32,5	38,2	40,0
from 25 to 54 years	85,6	88,9	87,9	87,4	87,2	85,8
from 55 to 64 years	38,5	39,4	35,2	40,7	39,1	40,6

field= population from 15 to 64 years old Source INSEE

Distribution of working age population - 01 January 2010						
(no more recent data available)	Allier	Cantal	Haute-Loire	Puy-de-Dôme	Auvergne	France
from 15 to 24 years (volume)	15 742	6 385	10 363	32 620	65 110	3 484 242
from 15 to 24 (%)	10,7	9,6	10,4	11,1	10,7	11,6
from 25 to 54 years (volume)	111 835	51 121	77 627	224 758	465 341	23 155 341
from 25 to 54 (%)	76,1	77,3	78,0	76,6	76,8	76,9
from 55 to 64 years (volume)	19 441	8 660	11 478	35 897	75 476	3 467 933
from 55 to 64 (%)	13,2	13,1	11,5	12,2	12,5	11,5
Total	147 018	66 166	99 468	293 275	605 927	30 107 516

field= population from 15 to 64 years old Source INSEE

D1 – Stratified statistical data on employment and unemployment: static data and dynamic data (pre/post crisis)

The first employer in Auvergne is public administration, education and health, with almost 1/3 of the jobs.

Structure of employment by sector in Auvergne						
31 December 2011	Allier	Cantal	Haute-Loire	Puy-de-Dôme	Auvergne	France
Agriculture	1,1	1,3	0,6	0,5	0,8	0,9
Extractive industries, energy	1,4	1,3	1,5	1,5	1,4	1,5
Manufacture of foods	2,9	4,5	4,1	2,3	2,9	2,3
Manuf. of equipment	2,4	0,4	1,0	1,0	1,2	1,9
Manuf. of transport equipment	0,5	0,0	1,2	0,7	0,6	1,5
Manuf. other industrial equip	10,2	6,5	15,2	12,1	11,5	6,3
Construction	6,5	8,8	7,7	5,9	6,6	6,0
Trading	13,2	14,0	11,6	11,8	12,3	12,8
Transports and storage	4,4	5,1	4,1	5,8	5,1	5,7
Information & communication	0,5	0,8	0,7	1,9	1,3	2,9
Finance & insurance	2,3	2,2	2,0	2,5	2,4	3,5
Real estate	0,8	0,3	0,5	0,8	0,7	1,0
Sciences & technics	7,5	4,8	6,1	10,1	8,4	12,1
Public admin., education, health	37,2	41,8	36,6	34,9	36,4	32,1
Other services activities	6,0	5,0	4,2	4,7	5,0	5,6
Other	3,1	3,2	2,9	3,5	3,4	3,9
Total	100,0	100,0	100,0	100,0	100,0	100,0

Source INSEE



The following data show the various situations of unemployment among the four departments constituting Auvergne, considering three criteria: their age and gender, and their level of qualification.

Job seekers - Evolution of their distribution							
31 December 2012							
	Allier	Cantal	Haute-Loire	Puy-de-Dôme	Auvergne	Auvergne/ France	
Men	11 986	3 442	6 989	20 809	43 226	1,8	
less than 25 years old (%)	19,2	20,2	20,0	18,3	19,0		
from 25 to 49 years (%)	58,4	57,8	56,8	63,1	60,4		
more than 50 years (%)	22,4	22,0	23,2	18,6	20,6		
Women	12 927	4 280	7 871	23 346	48 424	1,9	
less than 25 years old (%)	16,9	16,9	17,5	16,4	16,8		
from 25 to 49 years (%)	58,2	57,9	58,7	63,2	60,7		
more than 50 years (%)	24,9	25,2	23,9	20,3	22,5		
Together	24 913	7 722	14 860	44 155	91 650	1,8	
less than 25 years old (%)	18,0	18,4	18,7	17,3	17,8		
from 25 to 49 years (%)	58,3	57,9	57,8	63,2	60,5		
more than 50 years (%)	23,7	23,7	23,6	19,5	21,7		

Source INSEE

Job seekers according to their qualification							
31 December 2010							
	Allier	Cantal	Haute-Loire	Puy-de-Dôme	Auvergne	Auvergne/ France	
Labourers	618	166	259	1 023	2 066	2,0	
Helpers	1 393	248	778	1 904	4 323	2,0	
Skilled workers	2 408	511	1 263	3 807	7 989	2,2	
Employees	8 342	2 624	4 041	14 134	29 141	1,6	
Technicians	649	182	473	1 751	3 055	2,1	
Supervisors	205	67	144	543	959	1,3	
Engineers and managers	513	105	254	1 370	2 242	1,1	
Miscellaneous	57	16	30	105	208	1,2	
Total	31,3	33,4	30,4	25,8	28,6	1,7	

Source Pole Emploi

Unemployment has seriously increased between 2010 and 2012, with some categories of job seekers more concerned:

- globally the women, specifically if more than 50 years
- men aged more than 50 years, and also the youngest ones



Job seekers in Auvergne - Evolution of their distribution

3 year trend	31.12.2012	31.11.2011	%evol. year on year	31.12.2010	%evol. year on year	%evol over 2 years
Men	43 226	39 403	9,7	38 100	3,4	13,5
less than 25 years old (%)	19,0	18,7		19,2		
from 25 to 49 years (%)	60,4	61,6		63,2		
more than 50 years (%)	20,6	19,7		17,6		
Women	48 424	45 081	7,4	41 850	7,7	15,7
less than 25 years old (%)	16,8	16,9		16,5		
from 25 to 49 years (%)	60,7	62,3		64,1		
more than 50 years (%)	22,5	20,8		19,3		
Together	91 650	84 484	8,5	79 950	5,7	14,6
less than 25 years old (%)	17,8	17,7		17,8		
from 25 to 49 years (%)	60,5	61,9		63,7		
more than 50 years (%)	21,7	21,7		18,5		

Source INSEE

An other way for evaluating the situation of unemployment in Auvergne is to consider the number of job seekers registered since more than a year; the same characteristics as in the previous data can be found.

Job seekers registered in Auvergne since more than a year

2011-2012	31.12.2012	31.12.2011	Evolution (%)	Auvergne/ France
Men	17 921	16 166	10,9	2
less than 25 years old (%)	8,6	8,6		
from 25 to 49 years (%)	61,6	63,4		
more than 50 years (%)	29,8	28,1		
Women	21 270	18 960	12,2	2
less than 25 years old (%)	8,1	7,7		
from 25 to 49 years (%)	61,0	63,2		
more than 50 years (%)	30,9	29,1		
Together	39 191	35 126	11,6	2
less than 25 years old (%)	8,3	8,1		
from 25 to 49 years (%)	61,2	63,3		
more than 50 years (%)	30,4	28,6		

Source Pole Emploi



A survey about employment by activity sector shows the degradation of employment during the year 2012.

Employment by activity sector 4th trimester 2012		Auvergne		France	
		A	B	A	B
Industry		81,0	-0,5	3 238,3	-0,9
Construction		29,6	-2,4	1 421,2	-1,0
Tertiary		166,3	-0,9	10 815,3	-0,5
in which trading		55,6	-0,4	3 008,0	-0,7
in which iinterim employment		8,0	-14,3	508,0	-10,7
Total		276,9	-0,9	15 474,8	-0,6
<i>A = jobs - thousands</i>				<i>Source INSEE</i>	
<i>B = variation year on year</i>					

Employment by activity sector 1st trimester 2012		Auvergne		France	
		A	B	A	B
Industry		81,5	0,5	3 262,8	-0,4
Construction		30,1	-1,9	1 438,0	-0,5
Tertiary		167,0	-0,3	10 887,5	0,5
in which trading		55,6	-0,5	3 024,9	0,2
in which iinterim employment		9,0	-9,0	565,9	-5,3
Total		278,6	-0,2	15 588,3	0,2
<i>A = jobs - thousands</i>				<i>Source INSEE</i>	
<i>B = variation year on year</i>					

At the beginning of 2013, the labour market goes on worsening in spite of some positive signs in tourism and building sectors: +8,7% year on year. 9,4% of the population in Auvergne is unemployed, that is 0,2% more than in the last 2012 trimester. Job seekers registered for more than a year are mainly concerned: +13% year on year, the same with the over-5s: +15%. Those under 25% are less affected: +7%

Use of part-time working is increasing.

<p>D2 - Main rules of the labour market (national and other levels of government): types of labour contracts available and allowed permitted by the national or regional laws</p>	<p>Employment conditions must be specified in a written employment contract (<i>Contrats de travail</i>). There are five main types of contracts.</p> <p>Full-time permanent contact – CDI This contract does not have a fixed term of employment. There is usually a 3-month trial period at the start of the employment. Either party can elect to terminate a contract (for more information click here). This kind of contract provides very stable employment as it quite complicated and expensive to fire people.</p> <p>Full-time fixed term contact - CDD This is a full-time contract with a specified length of employment term. There is no minimum period, but 9 months is normal. It can only be renewed for the same period as the initial contract. The maximum permitted length that someone can work under a CDD is 18 months, after which employment must cease or be transferred to a CDI. Approximately 70% of new contracts in France today are CDD, due mainly to the difficulties and costs associated with firing people on CDI's.</p> <p>Temporary work contract Contract conditions are practically the same as for a CDD. The main difference is there are three parties involved; the employee, the employment agency and the employing company. Companies can only use a temporary employee for the performance of a short-term activity (mission). There is no law to prevent a company subsequently contracting directly with a temporary employee, although this may mean they have to pay a fee to the agency.</p> <p>Part-time contract Part-time employment is considered to be less than 80% of legal or contractual working hours. Although minimum working hours are not legally specified in the private sector, a minimum of 60 hours/month are required to qualify for social security benefits. For public sector jobs or those in an industry with legally limited working hours, part-time working hours must be 50-80% of those for full-time contracts.</p> <p>Intermittent employment This kind of contract is used mainly for seasonal jobs, such as grape-picking or work in the tourist industry.</p> <p>In fact there exist a lot of contracts specially created for tackling the unemployment or fostering re-insertion.</p>



<p>D3 – Laws or incentives/subsidies for the employment: presence of recruitment incentives and description</p>	<p>In 2010-2011, in the background of growing unemployment, State has given a new impetus to the specific devices of the policies for employment. More people have perceived a public aid for insertion, apprenticeships contracts are fostered. State has supported employment in the non-profit sector: for example 15% of the contracts have been cofinanced both by State and by the departments. Some new kinds of contracts were created in order to foster employment by territorial authorities and NGOs. Unfortunately the persistent unemployment has produced a drop in the public aids. In the market sector, some aids by lowering of salary costs (exemption of social contributions for example) are significantly decreasing after 2011.</p> <p>Alternating work-study and professionalization contracts are fostered as well as some contracts for fostering (re)insertion</p> <p>On a local level, the Regional Council has set up in 2011 27 measures for employment, among them a flagship device founded by popular savings, for supporting innovative projects of SMEs. Since some years, the Regional Council launches annually a call for tenders about the training programmes which are financed by the local authority.</p> <p>According to the recent degradation of employment everywhere in France, some measures were set up in July 2013 on the national and regional scales:</p> <ul style="list-style-type: none"> • Some regions (among them Auvergne) will experiment in 2014 a new public service for orientation, based on a better coordination of the different regional actors, in order to improve the services rendered to young and adult people. • In three regions (among them Auvergne) Pôle Emploi will propose shortly a new services offered based on an increased customisation of the jobseekers' monitoring and support. • A specific department of professional orientation will be integrated in every agency of Pôle Emploi, in order to propose a unified response all over the territory.
<p>D4 - Agencies active in the field of outplacement in the area: mapping of major public/private players and their intervention strategies</p>	<p>Foreword it is necessary to specify that in France the definition of outplacement is not so clear as in other European countries. Theoretically, outplacement should be organized within the companies individually or collectively, and before people are in situation of losing their job; it should be framed by negotiated conditions or bilateral agreements and paid by the employers.</p> <p>In fact, outplacement is more and more “opened” to anybody, before or after losing the job, employed or not; it is not obligatory and more and more mixed with some other activities such as redeployment of reinsertion.</p> <p>Outplacement is managed by two different kinds of actors: Pole Emploi and private agencies.</p>



	<p>Pole Emploi is the main public service for employment, its main missions are: registration of the job seekers, job search assistance, guidance and training, labour market prospection and analysis, supporting companies for their recruitments, and since six years payment of allowances to unemployed people.</p> <p>Pole Emploi is a legal entity and has a financial autonomy, its staff is mainly under a private status. They are either work psychologists, or technical assistants skilled in the orientation issues, or engineers for training. They constitute specialized teams distributed all over the national territory, in order to be closest to the various population and employment basins.</p> <p>The second kind of organizations dealing more or less with outplacement are private, and divided into three categories:</p> <ul style="list-style-type: none"> • big agencies specialized in outplacement and which works exclusively with the main companies, • departments from other agencies specialized in temporary work, • smaller local agencies specialized in training and insertion, <p>the second and above all the third kind being more in contact with the local markets.</p>
<p>D5 - Sources of funding for the outplacement actions in the area: description of the main sources (private/public) to support outplacement actions</p>	<p>According to their missions and/or activities, it can be considered that different organizations deal with outplacement: private agencies, Pôle Emploi, but also the local authorities, more specifically the Regional Council ; and of course indirectly the French State.</p> <p>Thus, when the outplacement is operated according to the strict definition, it is the company employing the people which will finance the actions on its own funds. In the other cases, the funding are of public origin.</p> <p>The first operator is Pole Emploi which in principle should have a good knowledge both of the local market and of the social requirements and constraints of the job seekers they are dealing with. The problem is that the staff is seriously decreasing every year while they have to handle more and more cases of unemployed people. The result is that Pole Emploi must sub-contract a part of their outplacement activities to the local private agencies through calls for tender.</p>