



Report of the webinar of June 17th and 18th 2021 organised by the CET Namur in collaboration with the CEC "Territoires Zéro Chômeur de Longue Durée (TZCLD): révolution culturelle ou fausse bonne idée? " file no.

The Territoires zero long term unemployed (TZCLD) project has existed in France since 2016 and is governed by a law whose principle was confirmed at the end of 2020 and which also states that the experiment will be extended to 50 additional territories. In Belgium, political interest in TZCLD has been shown by the regional governments (Wallonia and Brussels Capital) and by the federal government, known as Vivaldi. At the end of June, the Walloon Government confirmed to the Walloon Parliament the launch of a call for projects in 2022 in order to select ten or so experimental territories, but many points remain to be clarified beforehand, particularly at the legal level.

Our webinar was a continuation of a previous seminar held in Namur in 2019, which had laid the foundations for an understanding of the French experimental project. In 2021, the aim was to assess the strengths and weaknesses of the system by drawing lessons from the parliamentary work in France, by examining the results of academic studies conducted in Belgium by various universities or researchers, but also by taking note of field experiments conducted in France and Belgium and commented on by the actors in the field. In addition to the actors in the field, our webinar was keen to invite the social partners and the European Commission to the debates.

The vice-president of the CEC, **Andrée Debrulle**, recalled the institutional context in France and Belgium as well as the cultural issues linked to the representations of work, the image of jobseekers but also the difficulty of mobilising local actors (local elected representatives, trade unions, companies, inhabitants, unemployed people, associative sector, etc.) for the implementation of TZCLD.

Aline Bingen (ULB), **Julien Charles** (CESEP) and **Louis Berny** (final year thesis at UCL on social and professional integration systems) unanimously stressed the following conditions

- Starting from the desires and skills of the people targeted by the experimentation is a cultural reversal also for the intermediaries of the labour market who are used to looking for job search behaviours rather than providing them with tools appropriate to their experiences;
- a system to be seen as an opportunity to rethink and shake up current practices in the field of social and professional integration of the long-term unemployed by recognising, and this is a major challenge, the legitimacy and experiences of all the stakeholders. The question is, however, whether a new system is needed or whether existing systems should be rebuilt for this target group.
- It is important to note that the new system does not only provide a different perspective on the labour market and socio-professional reintegration, but also adds a new dimension, that of the territories that need to be rebuilt.

The points to be improved following the 1st French experimentation on the 10 territories having participated since 2016 are the following:

- Better define the concept of "exhaustiveness" used in the project and the notion of long-term unemployed (LTE), the project's target group, which indirectly raises the question of whether only those who "cost" the social security system are involved.
- To really focus on the desires and projects of the LTCs, which implies a heavy and essential work of the local employment committees and employment-oriented companies.



- To determine how to set wages, on the basis of which collective labour agreement;
- to formalise, through legislation, the contractualisation of the training process and the individualised follow-up of beneficiaries in order to guarantee these aspects in the long term;
- to select territories where the local institutional context is sufficiently solid and prepared and where the project leaders are sufficiently involved;
- to have sufficient funding to set up the Enterprise for Employment (EBE) (acquisition of premises, purchase of equipment, etc.)
- to provide training in management and business administration for the managers of the EBE: one cannot improvise as a business manager, especially with a target group that needs to be re-mobilised.

Laurent Grandguillaume, of the TZCLD association in France, stressed that more than a regulatory mechanism, we are dealing here with a societal transformation project driven by the field and not imposed from above. He denounced a gap between institutional analysis and the reality on the ground in France. He pointed out that the experimentation should not be analysed solely on the basis of the return to employment but according to the more relevant "insertion" dimension since the experimental system aims to restore confidence...

Paul Timmermans, President of the Chamber of Employment and Training of the South Basin (which is carrying out a project in Charleroi in a joint FGTB-CSC front with integration and vocational training operators) and **Gaetan Van Loqueren** (in charge of the TZCLD project for Actiris) gave an overview of the TZCLD initiative in Wallonia and Brussels. They are very motivated by the idea of setting up this initiative and are surprised by the criticism from many actors who are too cautious, whereas the project could be a real solution to combat long-term unemployment.

Camille Delpy, (www.13avenir.fr) TZLCD Project Manager for the City of Paris presented the experiment conducted since the end of 2016 in two disadvantaged neighbourhoods of the 13th district of the City of Paris. The experiment is a real success and goes far beyond employment law. It allows to better fight against discriminations, favours the access to rights and citizenship, to imagine modes of cooperation at the local level avoiding competition between the different service providers, both private and public.

Elina Corvin, President of the Local Plan for Integration and Employment of Cergy, a municipality of the Val d'Oise in the north of Paris, acting in collaboration with the Mayor of Cergy, began the process in 2017 to set up a TZCLD initiative. Priority neighbourhoods were identified, a Local Employment Committee bringing together economic and associative stakeholders, Pôle Emploi and CLDs was set up, and a project manager was hired via ESF co-financing. Numerous difficulties were encountered in setting up the TZCLD: difficulties in mobilising the CLDs, which were reluctant to accept any institutional promise, difficulties in identifying unfulfilled jobs, as the City of Cergy has a dense network of associations covering almost all areas of public policy, and a funding problem, as the territory is still not authorised and is therefore not able to create an Enterprise for Employment. The same observation was made by **Xavier Desgain**, alderman in charge of employment in the City of Charleroi, who pointed out the lack of a budget at city level and a poor urban dynamic linked to the extreme poverty of certain neighbourhoods.

A final panel brought together the representatives of the social partners, who confirmed their support for this initiative while noting that TZCLD is a solution, but not the solution to long-term



unemployment. They all recalled their concern about the guarantee of a quality job offered to the CLDs and insisted on the originality of an approach that is bottom up rather than top down.

The European Commission expressed its interest in being informed about the TZCLD experience and presented the content of the Council recommendation of 15/02/16 on the integration of CLDs into the labour market.

The CEC and the CET wish to continue to work on this experimentation especially as the feedback from the participants has shown a real interest. They recommend transnational exchanges with the help of the EZA