

LES CHANTIERS D' INSERTION

INTRODUCTION

In the late seventies and early eighties, the successive oil crises were the end of the Thirty Glorious.
Unemployment has begun to affect society in a sustainable way, and certain categories of the population have been excluded from a changing world of work.

It is on this shifting ground that the sector of insertion by economic activity (IAE) was born, under the impulse of social workers wanting to give back to the people furthest from the job their place in society.

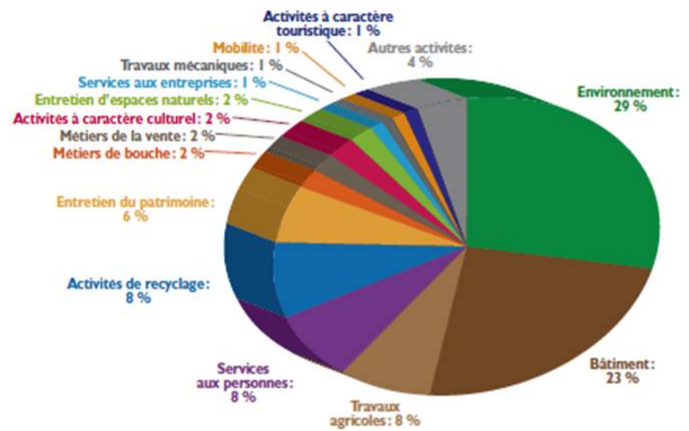
The structures to achieve this: structures allowing the hiring, training and reclassification of young and less young people in social and professional difficulty, in various trades and sectors (building, gardening, environment, services to people, recycling, etc.).
Among them, "Chantiers" et "Rehabilitation chantiers".

NUMBERS AND AREAS OF ACTIVITY OF INSERTION SITES

Some numbers

In 2007 :
4,932 integration structures
through economic activity (SIAE),
3 006, or 60%, were ACIs

As of January 1, 2007,
59,759 employees in integration
within the IAE,
31,000 employees worked in the
IFAs



Les professionnels du secteur notent un développement des activités liées à l'environnement, au bâtiment et à l'agriculture, au recyclage, aux services aux personnes et à l'entretien du patrimoine.



DEFINITION

Insertion workshops and “chantiers” (ACI) provide support and professional activity for unemployed persons who encounter particular social and professional difficulties.

Workshops and integration “chantiers” (ACI) are state-agreed and receive aid to fulfill their missions: The State finances the contracts of people in difficulty.

The employees of the workshops and integration “chantiers” (ACI) receive a remuneration at least equal to the Smic.





THE CONVENTION

The purpose of the agreement procedure is to recognize the status of a workshop and a chantier for integration. How is it agreed?

After consulting the Departmental Council for Integration through Economic Activity (CDIAE) and taking into account the existing offer to ensure a balanced development of social and occupational integration activities, the Prefect may conclude agreements for the implementation Place of one or more workshops and insertion "chantiers" with the "carrier" structure of the ACI.



THE CONVENTION



The organization contracted for a workshops and insertion "chantiers" (ACI) transmits each year:

- * Its annual accounts
- * And an activity report specifying the social and professional follow-up of employees in insertion
- * Return to Employment Rate

The Prefect Control

In the event of non-compliance with the provisions of the agreement by the employer, the prefect informs him by registered letter of his intention to terminate the agreement. The latter has a time limit - which may not be less than one month - to make his observations known. The Prefect may then request the repayment of sums wrongly collected.



FUNCTIONNING

Workshops and integration “chantiers”(ACI) are in the field of the social and solidarity economy. They play an essential role in the creation and development of new activities.

Their activities may be carried out in all sectors of activity provided that the advantages and aids granted by the State do not create distortions of competition and that the jobs created do not replace private or public employment existing.

The goods and services they produce may be marketed where such marketing contributes to the realization and development of the social and vocational integration activities of the persons hired.



FUNCTIONNING

However, revenues from the marketing of goods and services produced can cover only less than 30% of the costs related to these activities: this share can be increased by decision of the State representative in the department, To reach 50%, after a favorable opinion of the county council of insertion by the economic activity, if the activities developed are not already assured and satisfied by the local companies.

The social utility of the workshops and integration “chantiers” (ACI) is verified in particular with regard to their mission of social and professional accompaniment of the hired public and their contribution to the emerging or unmet social needs.



BENEFICIARIES

Can be hired in workshops and integration “chantiers”(ACI), unemployed persons and social and professional difficulties, including:

- * Young people under 26 years of age in great difficulty,
- * Beneficiaries of social minima (RSA, ASS ...),
- * Long-term job seekers,
- * Workers with disabilities.



CONTRACT OF EMPLOYMENT FOR EMPLOYEE INSERTION

Workshops and integration “chantiers”, whatever their legal status, may conclude fixed-term contracts (CDDIs) with persons in social and professional difficulty who are recruiting them.

The duration of this contract can not be less than 4 months, except for persons who have been convicted and provided with a sentence. It may be renewed up to a maximum of 24 months, subject to derogations.

By way of derogation, they may be renewed beyond the maximum period foreseen in order to enable a vocational training action to be completed during the term of the contract. The duration of such renewal may not exceed the term of the action concerned.

Exceptionally, this employment contract may be extended by Pôle employ (Employment agency), beyond the maximum period foreseen, for example when employees aged 50 and over or persons recognized as disabled workers have difficulty finding a job.

CONTRACT OF EMPLOYMENT FOR EMPLOYEE INSERTION



The employee's weekly working time may not be less than 20 hours, unless the contract provides for it to take into account the particularly serious difficulties of the employee. It may vary over all or part of the period covered by the contract, but may not exceed 35 hours.

Employees in integration receive an hourly remuneration at least equal to the SMIC (minimum legal salary).

As part of his / her integration path, the employee may benefit from periods of situation in a professional setting (PMSMP) with another employer, in particular with companies.

FINANCIAL AID



Fixed Aid: Financing Contracts for Inserting Employees

The recruitment of persons in insertion approved by Pôle Emploi (Employment agency) entitles the AIT to financial aid (assistance to the insertion post).

Help Flexible:

Additional aid is paid according to the results