

## UNEMPLOYMENT INSURANCE

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Following extensive negotiations in the autumn of 1983, the management associations and unions agreed in principle to reform the unemployment system. The resulting protocol of 10 January 1984 was given legal effect by Ordinance 84-198 of 21 March 1984 which amended the Labour Code. With effect from 1 April 1984, the new bipartisan unemployment system replaced the former one.

### The system is managed by two institutions :

- UNEDIC (Union nationale Interprofessionnelle pour l'Emploi dans l'Industrie et le Commerce) and ASSEDIC (Association pour l'emploi dans l'industrie et le Commerce) – (GARP for Paris Region). The latter will be more familiar since enterprises register and pay their contributions to the ASSEDIC with jurisdiction and employees receive their benefits from it.

The ASSEDIC's are responsible for registering employers, collecting contributions and paying benefits. They are financed by unemployment insurance contribution and the solidarity contribution.

UNEDIC has managerial authority over the system indemnifying persons qualifying for benefits resulting from a total unemployment.

The unemployment insurance system applies to any employer established in France.

Payments of amounts withheld as both employer's and employee's share of contribution is actually made by the employer. Liability to contributions for an employee commences from the first day each employee begins work.

Contributions are payable according to the same schedule as social security payments, either monthly or quarterly depending upon the number of employees.

### Benefits :

The conditions for receiving benefits and the amount paid to beneficiaries vary depending on a number of factors, but in particular, whether total or partial employment is involved.