

Eurostat

Labour market policy statistics

Qualitative report

France, 2017

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A - Introduction

Introduction

The Eurostat Labour Market Policy (LMP) database collects information on labour market interventions implemented by each of the EU Member States and Norway. Data are collected according to a comprehensive methodology, which classifies interventions into three main types – services, measures and supports – and into nine detailed categories according to the type of action (see below). Readers are recommended to refer to the LMP methodology ¹ for details of this classification scheme and definitions of terms used in this report.

The LMP database collects quantitative data on expenditure and participants for each intervention. These are published annually and are available online from the Eurostat website ². The quantitative data are complemented by a set of qualitative information describing each intervention. This represents an invaluable source of reference to support a harmonised approach to the classification of national interventions and to help interpret the detailed figures on expenditure and participants. These qualitative data are compiled into a series of **Labour market policy statistics: Qualitative Reports** and produced as separate volumes for each country/year.

The reports all have the same structure:

- Part A Introduction

- Part B Inventory of interventions - a list of all interventions reported for the relevant year, grouped by type of action and including a national language version of the intervention name.

- Part C Qualitative information by intervention - presents the available information about each intervention in three sections: *Identification*, *Description*, and *Supplementary information*. The *Description* contains seven sub-sections: Aim, Beneficiaries/participants, Action/instrument, Financing/support, Eligibility, Legal basis, and Recent changes. The *Supplementary information* contains eight sub-sections describing the breakdown of expenditure, target groups, the treatment of unemployment spells, receipt of benefits, planned duration and other characteristics of the intervention. Together, these items summarise the qualitative information collected through the LMP questionnaire.

- Part D Reference data - provides a description of the populations considered as reference data within the LMP database, giving national definitions of those considered as registered unemployed and other groups registered with the public employment services (PES).

- Part E Abbreviations

The qualitative information in the LMP database is updated annually with the contribution of delegates from each country and Eurostat cannot take responsibility for the validity of the content. The reports are published annually by Eurostat in English and reports for other years that are not currently in the online library can be produced on request.

Classification of interventions by type of action

LMP services

1. Labour market services

LMP measures

2. Training
4. Employment incentives
5. Supported employment and rehabilitation
6. Direct job creation
7. Start-up incentives

LMP supports

- 8. Out-of-work income maintenance and support
- 9. Early retirement

¹

http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-GQ-13-002

² http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy

B - Inventory of interventions

Category, intervention number and name (English/National language)

1	Labour market services	
43	Managerial employment agency (APEC)	Association pour l'emploi des cadres (APEC)
44	Local centres, permanent reception, information and advisory services (ML-PAIO)	Mission locale, permanence d'accueil, d'information et d'orientation (PAIO)
66	Mobility support	Aides à la mobilité géographique
74	Cap Emploi (AGEFIPH)	Cap Emploi (AGEFIPH)
79	Individual guidance for young people (CIVIS)	CIVIS accompagnement
102	Pôle Emploi	Pôle Emploi
117	[Component] Career Security Agreement (CSP) - Career Security Plan	[Component] Contrat de sécurisation professionnelle - Plan de sécurisation professionnelle
125	National interprofessional agreement for youth	ANI-Jeunes
130	[Component] Youth Guarantee - YG support	[Component] Garantie jeunes - Accompagnement Garantie jeunes
132	Follow-up level 1 - basic	Accompagnement "suivi"
133	Follow-up level 2 - accompanied	Accompagnement "guidé"
134	Follow-up level 3 - intensive	Accompagnement "renforcé"
136	Follow-up level 4 - global	Accompagnement global
138	Contractualised support programme for employment and autonomy (PACEA)	Parcours contractualisé d'accompagnement vers l'emploi et l'autonomie (PACEA)
87	Local employment centres	Maisons de l'emploi
103	Unemployment insurance scheme (UNEDIC)	Unédic (Régime d'Assurance chômage)
135	Subsidy for the Agency for services and payment (ASP)	Subventions pour l'Agence de services et de paiement (ASP)

2	Training	
18	Training allowance - public system	Rémunération des stagiaires (régime public)
63	Back-to-work support - training allowance (AREF)	Allocation d'aide au retour à l'emploi - formation (AREF)
105	Training cost support (AFAF)	Aide aux frais associés à la formation (AFAF)
106	Allowance for jobseekers in training (AFDEF, RFF)	Allocations pour les demandeurs d'emploi en fin de formation (AFDEF, RFF)
107	Pôle Emploi training allowances (RFPE)	Rémunération des formations de Pôle Emploi (RFPE)
117	[Component] Career Security Agreement (CSP) - Career Security Allowance (ASP)	[Component] Contrat de sécurisation professionnelle - Allocation de sécurisation professionnelle (ASP)
11	Courses for specific groups (IRILL)	Stages catégoriels (IRILL)
70	Training agreements (AFC)	Formations conventionnées (AFC)
85	Training courses organised by the regions	Stages de formation organisés par les régions
101	Voluntary contract for integration (CVI)	Contrat de volontariat pour l'insertion
104	Key competences	Compétences clés
118	State-financed training for fragile population	Stages financés par l'Etat en faveur de publics fragiles
128	Second chances schools	Ecoles de la deuxième chance
20	FNE conventions on training and retraining	Conventions FNE de formation ou d'adaptation
71	Training actions prior to recruitment (AFPR)	Actions de formation préalable au recrutement (AFPR)
119	Operational preparation for employment (POE)	Préparation opérationnelle à l'emploi (POE)
22	Exemptions and subsidies for recruitment of apprentices	Exonération et prime pour l'embauche d'apprentis
4	Employment incentives	
32	Degrressive temporary allowance	Allocation temporaire dégressive
36	Economic integration enterprises	Entreprise d'insertion par l'économique
37	Intermediary associations	Association intermédiaire
61	Enterprises providing temporary work for integration purposes	Entreprise de travail temporaire d'insertion
76	Professionalisation contract	Contrat de professionnalisation
98	Financial support and back-to-work grants	Prime d'intéressement et prime de retour à l'emploi
112	Single inclusion contract (CUI-CIE)	Contrat unique d'insertion (CUI-CIE)
123	A job for the future (market)	Emplois d'avenir (marchands)
127	Generation contract	Contrat de génération
129	Reduced social contributions for the recruitment of a youth on a permanent contract	Aide à l'embauche d'un jeune en CDI

5	Supported employment and rehabilitation	
91	Supported contracts for disabled (ESAT)	Contrat de soutien et d'aide par le travail (ESAT)
92	Adapted firms	Entreprises adaptées
49	Aid granted by the Association for the vocational integration of the disabled (AGEFIPH)	Aides de l'Association pour l'insertion professionnelle des handicapés (AGEFIPH)
6	Direct job creation	
113	Single inclusion contract (CUI-CAE)	Contrat unique d'insertion (CUI-CAE)
120	A job for the future (non-market)	Emplois d'avenir (non marchands)
131	Integration workshops/initiatives (ACI)	Ateliers et chantiers d'insertion (ACI)
7	Start-up incentives	
38	Aid for the unemployed setting-up or rescuing a company (ACCRE)	Aide aux chômeurs créateurs ou repreneurs d'entreprise (ACCRE)
121	Support for rescuing or creating a company (ARCE)	Aide à la reprise ou à la création d'entreprise (ARCE)
122	New support to create/rescue a company (NACRE)	Nouvel accompagnement pour la création et la reprise d'entreprise (NACRE)
8	Out-of-work income maintenance and support	
1	Back-to-work support allowance (Unemployment insurance system)	Allocation d'aide au retour à l'emploi (Régime d'assurance chômage)
3	Specific solidarity allowance (Solidarity scheme)	Allocation spécifique de solidarité (Régime de solidarité)
72	Pension equivalent allowance / Transitional solidarity allowance (Solidarity scheme)	Allocation Equivalent Retraite / Allocation transitoire de solidarité (Régime de solidarité)
89	Temporary delay allowance (ATA)	Allocation temporaire d'attente
117	[Component] Career Security Agreement (CSP) - CSP allocation	[Component] Contrat de sécurisation professionnelle - Allocation CSP
130	[Component] Youth Guarantee - YG allowance	[Component] Garantie jeunes - Allocation Garantie jeunes
137	Rights to old age insurance for unemployed not receiving benefits	Droits des chômeurs non indemnisés à l'assurance vieillesse
4	Partial unemployment	Activité partielle
9	Early retirement	
6	FNE special redundancy allowance	Allocation spéciale licenciement du Fonds National de l'Emploi
62	Early retirement for special groups of employees (CATS)	Cessation d'activité de certains travailleurs salariés (CATS)
Mixed	\$\$353	
117	Career Security Agreement (CSP)	Contrat de sécurisation professionnelle
130	Youth Guarantee	Garantie jeunes

Number of measures: **92**

C - Qualitative information by intervention

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 43 Managerial employment agency (APEC)
Type of action: 1.1 - Client services

Description

Aim:

To support the recruitment or mobility of highly qualified employees (executives).

Beneficiaries:

Executives seeking work.

Action/Instrument:

The association for the employment of executives (managers, senior managers) is an employer/employee partnership created in 1966.

It maintains an advisory role, provides assistance with recruitment, careers guidance (appraisal of skills, training programmes, jobsearch assistance), observatory on executive employment.

The missions of APEC are (national agreement 12.07.2011) as follows:

- to help secure the vocational route of managers,
- to promote the access to employment for young people having completed the 1st stage of higher education,
- to promote the return to employment of managers jobseekers,
- to secure the recruitment in companies by providing appropriate information and guidance,
- to develop partnerships,
- to collect and advertise job offers for managers,
- to develop a study and monitoring programme on the managers' labour market,
- to advertise good practices and develop innovations.

A new agreement (prepared in 2011) will be in application from 2012.

Moreover, the national interprofessional agreement of 7.04.2011 aims at accompanying 25,000 young people with higher education to access their first job (from October 2011 to September 2012).

It also acts in partnership with the national employment agency (Pôle emploi), higher education institutions, etc.

Financing/Support:

Social security administration - obligatory contributions of executives (40%) and their employers (60%).

Eligibility:

Executives in work or unemployed and having subscribed to APEC.

Young people leaving higher education and qualified for junior executive positions.

Legal basis:

Convention of 18.11.1966 extended by decrees in 1974 and 1976, and made compulsory by decree (OJ of 3.08.1990).

National interprofessional agreement of 12.07.2011.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: Registered unemployed (All)
Other registered jobseekers (All)
Employed (All)
Treatment of unemployment spells: Not relevant

Receipt of benefits:	None			
Planned duration:	Continuously available			
Responsible institution(s):	Social security funds			
Area of application:	National			
Implementation:	<i>Year started:</i>	1966	<i>Year Ended:</i>	Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 44 Local centres, permanent reception, information and advisory services (ML-PAIO)
Type of action: 1.1 - Client services

Description

Aim:

To support the vocational and social integration of young people.

Beneficiaries:

Young people with difficulties in vocational and social integration.

Action/Instrument:

The local missions (ML) and the reception offices for information and guidance (PAIO) are local structures offering reception, guidance and personalised follow-up for young jobseekers. These structures make it possible to direct clients towards traineeships or training courses, towards subsidised or regular jobs and to offer personalised advice in the areas of housing, health, and other social issues.

PAIO are constituted in the form of associations and bring together representatives of the public administrations, elected officials, economic partners and relevant associations. They also benefit from the collaboration or the participation of the national employment agency (Pôle emploi) and work in coordination with the Ministry of Education as well as those of Youth and Sport. Agreements with Pôle emploi also organise the implementation of the PPAE (Personalised guidance processes).

Additional funds were available in 2009-2010 in the context of the recovery plan.

Dec. 2011: the organisation was made up of 446 local missions and 15 reception offices for information and guidance, with 10,579 workers.

Financing/Support:

Central government budget, regional and local government budget, European Social Fund.

Eligibility:

Young people aged 16-25 and experiencing difficulties in vocational and social integration.

Legal basis:

Ordinance n°82-273 of 26.03.1982.

Labour Code, new legal part, art.L5314-1 to 4.

Labour Code, new regulatory part, art.R5314-1 to 4.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Youth)
Other registered jobseekers (Youth)
Not registered (Youth)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): State/regional government, Local government

Area of application: National

Implementation: *Year started:* 1982 *Year Ended:* Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 74 Cap Emploi (AGEFIPH)
Type of action: 1.1 - Client services

Description

Aim:

To promote the occupational integration of disabled people in ordinary work environment.

Beneficiaries:

Disabled workers.

Action/Instrument:

Cap Emploi is a network of local operators offering guidance and advices to disabled persons for their occupational integration in enterprises.

It is made of 107 associations, financed by the AGEFIPH (Association for the vocational integration of the disabled), Pôle emploi and the Integration funds for disabled people in the public sector.

The partnership with Pôle emploi is organised following a reinforced sub-contracting agreement (2010-2011).

The national network of Cap Emploi is made of 107 bodies defined as OPP (Specialised placement bodies, Law 11.02.2005).

Created by the Law of 30.06.1975 (or by the Law of 1987 on the hiring of disabled workers) they have been given different names such as EPSR (Equipes de préparation et de suite du reclassement) or OIP (Organismes d'insertion professionnelle). They are now all known as "Cap Emploi".

Financing/Support:

AGEFIPH.

Eligibility:

People whose handicap is recognized.

Legal basis:

Law of 30.06.1975.

Law of 1987 on the hiring of disabled workers.

Law of 11.02.2005.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Not registered (Disabled)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Not specified

Responsible institution(s): Social security funds

Area of application: National

Implementation: *Year started:* 1999 *Year Ended:* Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 102 Pôle Emploi
Type of action: 1.1 - Client services

Description

Aim:

Single service provider in charge of:

- providing guidance and information to jobseekers
- payment of benefits
- placement and recruiting support.

Beneficiaries:

-

Action/Instrument:

The Law of 13 February 2008 created the Pôle Emploi which has the following missions:

- inscription of jobseekers
- payment of unemployment benefits and other financial supports
- guidance of jobseekers from jobsearch to placement
- labour market prospection
- helping enterprises to recruit
- labour market and employment analysis.

Pôle Emploi was created on 19 December 2008. Its the result of the merging of ANPE and the ASSEDIC network (UNEDIC). Its objectives are defined in a tripartite agreement (State, Unedic and Pôle Emploi) for 2009-2011.

The State pays a "subsidy for public service costs" and the UNEDIC pays a contribution equal to 10% of the unemployment insurance contributions.

There can be other public fundings (such as local governments) to cover additional actions.

Since January 2011, the collection of UB contributions is in the hand of bodies managing the general social security scheme (URSSAF), which already collected the other social contributions. This transfer allows to put an additional 1,000 persons to services in charge of helping the jobseekers.

Finanacina/Support:

Central government budget.

UNEDIC.

Eligibility:

-

Legal basis:

Law n°2008-126 of 13 February 2008.

Decree 2008-1010 of 29 September 2008.

Tripartite agreement (2009-2011) between the State, UNEDIC and Pôle Emploi of 2 April 2009.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: Registered unemployed (All)
Other registered jobseekers (All)
Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits:	None		
Planned duration:	Not specified		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i> 2009	<i>Year Ended:</i>	Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 132 Follow-up level 1 - basic
Type of action: 1.1.1 - Information services

Description

Aim:
To support registered jobseekers in their jobsearch in order to accelerate their return to employment.

Beneficiaries:
This level is targeted at jobseekers who are closest to the labour market and whose autonomy is highest.

Action/Instrument:
Telephone and email are the main ways of exchanges between the jobseekers and their counsellors.

Financing/Support:
PES (Pôle emploi). Subsidy by the unemployment insurance scheme (UNEDIC) and State budget.

Eligibility:
Jobseekers registered at Pôle emploi, oriented towards a pathway after a pre-diagnosis and first interview with Pôle emploi.

Legal basis:
Agreement 2012/2014 signed with the State and UNEDIC.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Unemployment benefit)

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2014 *Year Ended:* Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 66 Mobility support
Type of action: 1.1.2 - Individual case-management

Description

Aim:

To help jobseekers for whom taking up a new job necessitates relocation.

Beneficiaries:

Registered jobseekers.

Action/Instrument:

The support is intended to cover all or part of the transport or double residence costs carried out by the job applicant within the framework of his resumption of employment, and all or part of the removal expenses, of reinstalment connected with the change of residence.

The conditions of remoteness are of 2 hours of travel or 50 km (round trip).

Since 2009, Pôle emploi provides jobsearch allowances as well as back-to-work allowances to cover part of these costs.

The journeys must be at least 60km or 2 hours long (round trip) to be considered.

- Jobsearch allowance: the maximum amount per person is 200 EUR.

- Back-to-work allowance: the maximum amount for travelling is 1,000 EUR, 1,200 for dual residence and 1,500 EUR for the removal.

Pôle emploi can also provide support to finance driving licences (1,200 EUR) and the vehicle maintenance (1,000 EUR/year).

A support for childcare for lone parents can be provided to jobseekers in a difficult position, for lone parent with children aged <10, and for whom the participation to a training or the take up of a new job generates childcare fees.

Financing/Support:

Public employment services.

Eligibility:

Registered jobseekers (including those on training, in a subsidised contract, a personal retraining agreement, or a transition-to-work contract) and receiving social welfare benefits.

Legal basis:

Pôle Emploi document n°2008-30 of 23.12.2008.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements)
Target groups: Registered unemployed (All)
Other registered jobseekers (All)
Treatment of unemployment spells: Broken
Receipt of benefits: Cash benefits (Source: Current intervention)
Planned duration: One-off
Responsible institution(s): Social security funds
Area of application: National
Implementation: Year started: 2001 Year Ended: Ongoing

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 79 Individual guidance for young people (CIVIS)
Type of action: 1.1.2 - Individual case-management

Description

Aim:

To help young people facing difficulties to find work.

Beneficiaries:

Young aged 16-25 facing particular problems in relation with their vocational and social integration.

Action/Instrument:

The CIVIS contract proposes a regular personalised guidance to help young people to find work. It helps to have access to sustainable employment.

It was created in 2005 in the context of the Social Cohesion Plan. It replaces the intervention FR-58 TRACE.

The pathway to work can include:

- a job in an enterprise (including alternate training)
- training (notably in occupations with labour shortage)
- supplementary action or reinforced assistance (proposed by an external operator), financed by the FIPJ (Funds for the vocational integration of young people).

The implementation of this contract is handled by the Local Missions (ML) and the PAIO (about 450 bodies).

The duration of the contract is 1 year, renewable 1 year for young people of levels IV and V, until their 26th birthday.

The personal advisor can propose an allowance when the young people receives no financial help.

It amounts to 5-10 EUR per day, with a maximum of 300 EUR per month and 900 EUR per year. This allowance is not paid during the month of entry.

The participant is covered at the social insurance during participation to the programme.

Finanacina/Support:

The allowances and the supplementary actions (FIPJ) are financed by the Central government.

The programme is included in the budget of the ML-PAIO (FR-44).

Eligibility:

Young people of maximum 25 year-old with a qualification not higher than level IV (bac).

Specific provisions for young people without diploma (level VI or Vbis): "Reinforced CIVIS": interviews each week during the first 3 months and each month afterwards.

The programme ends after the planned period or when participants reach their 26th birthday.

Legal basis:

Law n°2005-32 of 18.01.2005.

Decree n°2005-241 of 14.03.2005.

Art. L. 311-10-2 and L. 322-4-17-1 to L. 322-4-17-4; D. 322-10-5 to D.322-10-11 of the Labour Code.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments), Transfers to service providers

Target groups: Registered unemployed (Youth)
Not registered (Youth)
Employed (Youth)

Treatment of unemployment spells: Not relevant

Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Typical: 1 Years, Maximum: 2 Years		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i>	2005	<i>Year Ended:</i> Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 125 National interprofessional agreement for youth
Type of action: 1.1.2 - Individual case-management

Description

Aim:

To provide guidance to young people facing difficulties to find work.

Beneficiaries:

For the Local Missions (ML) : Young people (less than 26) out of the educational system without qualification or diploma.

For Pôle Emploi (PES) : Young people (most of them are more than 21 years old) with a diploma and/or a qualification, facing difficulties to find a sustainable employment.

Action/Instrument:

Enhanced follow-up of young people searching for a job, in 3 phases:

- Diagnostic
- Definition of a plan
- Follow-up during the job.

The implementation is made by Pôle Emploi and the local missions.

Financing/Support:

Fonds Paritaire de Sécurisation des Parcours Professionnels (FPSPP) and the Association pour l'Emploi des Cadres (APEC).

Eligibility:

For the Local Missions (ML) : Young people (less than 26) out of the educational system without qualification or diploma.

For Pôle Emploi (PES) : Young people with a diploma and/or a qualification.

Legal basis:

National interprofessional agreement of 7 Avril 2011.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Youth)
Other registered jobseekers (Youth)
Not registered (Youth)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Typical: 8 Months

Responsible institution(s): State/regional government, Public employment services

Area of application: National

Implementation: *Year started:* 2011 *Year Ended:* Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 133 Follow-up level 2 - accompanied
Type of action: 1.1.2 - Individual case-management

Description

Aim:

To support registered jobseekers in their jobsearch in order to accelerate their return to employment.

Beneficiaries:

This level is targeted at jobseekers who need a regular support in their jobsearch and/or for the preparation of their professional project.

Action/Instrument:

Physical interviews with counsellors, phone calls and emails.

Financing/Support:

PES (Pôle emploi). Subsidy by the unemployment insurance scheme (UNEDIC) and State budget.

Eligibility:

Jobseekers registered at Pôle emploi, oriented towards a pathway after a pre-diagnosis and first interview with Pôle emploi.

Legal basis:

Agreement 2012/2014 signed with the State and UNEDIC.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: Registered unemployed (All)
Treatment of unemployment spells: Continuous/Continuous
Receipt of benefits: Cash benefits (Source: Unemployment benefit)
Planned duration: Continuously available
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 134 Follow-up level 3 - intensive
Type of action: 1.1.2 - Individual case-management

Description

Aim:

To support registered jobseekers in their jobsearch in order to accelerate their return to employment.

Beneficiaries:

This level is targeted at jobseekers who need an intensive support.

Action/Instrument:

Jobseekers have frequent contacts with their counsellors.

Physical interviews are preferred.

Financing/Support:

PES (Pôle emploi). Subsidy by the unemployment insurance scheme (UNEDIC) and State budget.

Eligibility:

Jobseekers registered at Pôle emploi, oriented towards a pathway after a pre-diagnosis and first interview with Pôle emploi.

Legal basis:

Agreement 2012/2014 signed with the State and UNEDIC.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: Registered unemployed (All)
Treatment of unemployment spells: Continuous/Continuous
Receipt of benefits: Cash benefits (Source: Unemployment benefit)
Planned duration: Continuously available
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 136 Follow-up level 4 - global
Type of action: 1.1.2 - Individual case-management

Description

Aim:

To accompany registered jobseekers in their jobsearch in order to accelerate their return to employment.

Beneficiaries:

This 'global' strand is targeted at jobseekers who are the most marginalised and those furthest away from the labour market.

Action/Instrument:

Frequent contacts with Pole emploi counsellors. Face-to-face interviews are encouraged.

Financing/Support:

PES (Pole emploi).

Subsidy from the unemployment insurance scheme (UNEDIC) and State budget.

Eligibility:

Jobseekers registered at Pole emploi, oriented towards a pathway after a first assessment and first interview by Pole emploi.

Legal basis:

Agreement 2012/2014 signed with the State and UNEDIC.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: Registered unemployed (All)
Treatment of unemployment spells: Continuous/Continuous
Receipt of benefits: Cash benefits (Source: Unemployment benefit)
Planned duration: Not specified
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 138 Contractualised support programme for employment and autonomy (PACEA)
Type of action: 1.1.2 - Individual case-management

Description

Aim:

PACEA is the new contractual framework for the accompaniment of young people by local missions. It responds to an objective of readability and simplification in the support of young people.

PACEA consists of successive support phases that can be linked for a maximum of 24 consecutive months. When entering PACEA, the counsellor determines, by means of the conclusions of the initial diagnosis, the duration of the first phase or phases of support. These phases are adapted to the young person's projects and expectations.

Beneficiaries:

Young people aged 16-25 year old.

Action/Instrument:

Each support phase may include:

- Training periods;
- Professional situations, including periods of work experience;
- Specific actions within the framework of social and professional support;
- Actions carried out by other organisations likely to contribute to the support.

Financing/Support:

Depending on the situation and needs of the person concerned, an allowance may be granted to young persons entering in PACEA. It is intended to support the young person's integration into employment and autonomy.

The monthly amount of the allowance may not exceed the monthly amount of the active solidarity income (RSA) excluding the housing package. In April 2018, this corresponded to an amount of €484.82.

Eligibility:

Young people aged 16-25 year old ready to commit to a contractualized support programme.

Legal basis:

Law n°2016-1088 - 8 august 2016

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (Youth)
Not registered (Youth)
Employed

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 24 Months

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2017 *Year Ended:* Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 87 Local employment centres
Type of action: 1.2.3 - Others services / activities

Description

Aim:

To improve the efficiency of the PES by regrouping the actions of the different partners at the local level, in the same place.

Beneficiaries:

Jobseekers

Action/Instrument:

The Local employment centres were created in 2005.

Their objective is to anchor PES in employment areas, to make territorial units work together, and to federate the actions of the different partners in order to improve the services to enterprises, workers and jobseekers.

These front offices aim to ensure a better cooperation between the actors from a diagnosis, an action plan and a programming structure.

The ANPE, the UNEDIC, the State and a Territorial unit must be part of any Local employment centre.

The different institutions working in the field of vocational integration in a specific area (ML & PAIO etc) should also participate.

The Local employment centres can work in partnership with IAE structures (Insertion par l'activité économique), training and guidance bodies, service providers, temporary work agencies, etc.

The Local employment centres intervene in 3 domains:

- Territorial diagnosis: Local employment centres first priority is to identify the employment problems on their territory
- Access/return to work for people who are far from the labour market
- Development of employment and business creation.

Finanacina/Support:

The State ensures part of the investment expenditure and operating costs of these centres.

Eligibility:

Jobseekers

Legal basis:

Law of Social Cohesion of 18.01.2005.

Decree n°2005-259 of 22.03.2005.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)
Other registered jobseekers (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Not relevant

Responsible institution(s): Central government, Public employment services

Area of application: National

Implementation: *Year started:* 2005 *Year Ended:* Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 103 Unemployment insurance scheme (UNEDIC)
Type of action: 1.2.3 - Others services / activities

Description

Aim:

Manage unemployment insurance. Apply the conventions for unemployment insurance negotiated by the social partners.

Beneficiaries:

Action/Instrument:

Unemployment insurance is a scheme protecting against job loss. Its rules are regularly agreed by social partners. The management of these rules is carried out by UNEDIC.

Since the Law n°2008-126 of 13 February 2008, UNEDIC is no longer in charge of operational actions linked with the management of the unemployment insurance (such as the collection of contributions, inscriptions and compensations).

It now has the following 4 main mandates:

I - to prescribe and ensure the implementation of the Unemployment insurance.

II - to handle the financial management of the Unemployment insurance, participate to the funding of Pôle emploi while guaranteeing the managerial autonomy of the UNEDIC.

III - to provide studies and analysis to inform and help social partners in the decision-making process.

IV - to monitor and audit the implementation of the Unemployment insurance.

FR-103 replaces part of FR-73 (UNEDIC).

Financing/Support:

Employers and employees contributions.

Eligibility:

Legal basis:

Law n°2008-126 of 13 February 2008.

Agreement of 19 February 2009.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: No answer
Treatment of unemployment spells: Not relevant
Receipt of benefits: None
Planned duration: Not specified
Responsible institution(s): Social security funds
Area of application: National
Implementation: Year started: 2009 Year Ended: Ongoing

Identification

Country France 2017 Category 1 - Labour market services
Intervention n°/name 135 Subsidy for the Agency for services and payment (ASP)
Type of action: 1.2.3 - Others services / activities

Description

Aim:
State subsidy for the Agency for services and payment (ASP) under the State Budget programme 102 "Access and return to work."
The Agency for services and payment is a public institution that contributes to the implementation of national and European public policies.
Grant recorded here concerns only the employment-related measures.
Beneficiaries:
Agency for services and payment (ASP)
Action/Instrument:

Financing/Support:
State subsidy
Eligibility:

Legal basis:
Ordinance n°2009-325 of 25 March 2009.
Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: No answer
Treatment of unemployment spells: Not relevant
Receipt of benefits: None
Planned duration: Not relevant
Responsible institution(s): Central government
Area of application: National
Implementation: *Year started:* 2009 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 18 Training allowance - public system
Type of action: 2 - Training

Description

Aim:

To provide financial support for the unemployed during training courses.

Beneficiaries:

Jobseekers not entitled to unemployment benefits.

Action/Instrument:

The training allowance (public system) represents the last option for the remuneration of trainees alongside the AREF (FR-63) or the new training allowances paid by Pôle Emploi (FR-106 and 107).

Beneficiaries receive a training allowance that is dependent upon their age and situation (priority group, RMI recipient, etc.).

Who can benefit from this training allowance?

- trainees participating to training programmes agreed by the State; or young people in the overseas departments.
- jobseekers who have not finished their training when unemployment/training allowances cease, and who can receive the allowance for training completion (AFF). This allowance is paid by the State. Since 2008, it is managed by the Solidarity Fund. In 2009, AFF is replaced by the Allowance for jobseekers in training (AFDEF - FR-106) which is managed by Pôle Emploi.

Financing/Support:

Central government budget.

Eligibility:

Jobseekers who are ineligible to the Back-to-work support - training allowance (FR-63 AREF) and who are registered in a training course agreed by the State.

Jobseekers in training and who are not entitled to unemployment benefit or training allowance anymore.

Legal basis:

Book IX of the Labour Code. Decree n°93-994 of 4.08.1993.

Art. L. 351-10-2. - [Art. L. 5423-7, Art. L. 5423-33] of the Labour Code (AFF).

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All)
Other registered jobseekers (All)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Variable

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 1993 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training

Intervention n°/name 63 Back-to-work support - training allowance (AREF)

Type of action: 2 - Training

Description

Aim:

To provide financial support to unemployed persons on benefit who go on a training in order to accelerate the return to employment.

Beneficiaries:

Jobseekers receiving benefit and beginning training.

Action/Instrument:

Jobseekers receiving the Back-to-work support allowance (FR-1 ARE) who undertake a training recommended by the ANPE (National Employment Agency) as part of a personalised action programme (PAP) continue to be paid the ARE during the training period up to the entitlement limit.

In this case, the allowance is called the Back-to-work support - training allowance (AREF).

The minimum amount for this allowance is €19.11 (since July 2008).

At the end of their rights to the ARE, individuals undergoing training are eligible for an end-of-training allowance paid by the State (or any public authority).

Financing/Support:

Unemployment insurance scheme.

Eligibility:

Jobseekers receiving benefit from the unemployment insurance scheme and starting a training recommended by the Pôle Emploi.

Legal basis:

Law DDOS N°2001-624 of 17.07.2001 (art. 1-III).

Agreement of 18.01.2006.

Agreement of 19.02.2009.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All)
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Variable

Responsible institution(s): Social security funds

Area of application: National

Implementation: *Year started:* 2001 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 105 Training cost support (AFAF)
Type of action: 2 - Training

Description

Aim:

To alleviate the financial burden for jobseekers during their training.

Beneficiaries:

Jobseekers participating to a training.

Action/Instrument:

The training cost support (AFAF) covers the following expenses:

- transport (if the training is organised at >60 km of the residence: 0,20 €/km).
- accommodation (30 €/night).
- food (6 €/training day).

There is a ceiling of 665 €/month and 2,500 € for the whole training.

They are provided to jobseekers following a Training agreement programme (FR-70) or Training actions prior to recruitment (FR-71).

Financing/Support:

Pôle emploi (PES)

Eligibility:

Jobseekers (in receipt of unemployment benefits or not) who participate to a training imposed by Pôle Emploi.

Legal basis:

Instruction Pôle Emploi n°2008-04 of 19 December 2008.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements)

Target groups: Registered unemployed (All)
Other registered jobseekers (All)
Not registered (All)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention, Other LMP intervention)

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2009 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 106 Allowance for jobseekers in training (AFDEF, RFF)
Type of action: 2 - Training

Description

Aim:

To ensure an income for jobseekers during their training.

Beneficiaries:

Jobseekers receiving unemployment benefits and participating to a training proposed by Pôle Emploi.

Action/Instrument:

This allowance (AFDEF) is paid to jobseekers in receipt of unemployment benefits (FR-1) who participate to a training proposed by Pôle Emploi.

The objective is to obtain a qualification and find a job for which recruiting problems were identified at the local level.

The AFDEF is paid on a monthly basis once the participant is no longer entitled to FR-63.

This allowance gives the jobseekers the opportunity to have a training for a longer period than their entitlement to unemployment benefits. The total duration during which participants receive unemployment benefits and AFDEF is maximum 3 years.

The AFDEF daily amount is equal to the latest daily amount of the benefit received under FR-63.

The AFDEF is managed by Pôle emploi.

AFDEF replaces the AFF (allowance for training completion or allocation de fin de formation) which was included in FR-18 and which was suppressed on 1st January 2009.

Since 1st January 2011, l'AFDEF is not paid anymore. Only those who were eligible before that date can continue to receive the AFDEF until their eligibility rights expire. Since then, it is replaced by RFF (rémunération de fin de formation).

Financing/Support:

Co-financed by the State and the "Fonds paritaire de sécurisation des parcours professionnels" (FPSPP).

Eligibility:

Jobseekers receiving unemployment benefits (FR-1) participating to a training proposed by Pôle Emploi and who are not entitled to receive the Back-to-work support (FR-63) anymore.

Legal basis:

Decree n°2009-458 of 22 April 2009.

Decree n°2010-574 of 31 May 2010.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)
Target groups: Registered unemployed (All)
Treatment of unemployment spells: Broken
Receipt of benefits: Cash benefits (Source: Current intervention)
Planned duration: Variable
Responsible institution(s): Public employment services
Area of application: National

Implementation:

Year started: 2009

Year Ended: Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 107 Pôle Emploi training allowances (RFPE)
Type of action: 2 - Training

Description

Aim:

To provide an income to jobseekers during their training.

Beneficiaries:

Registered jobseekers participating to a training imposed by Pôle Emploi.

Action/Instrument:

Pôle Emploi training allowances (RFPE) can be paid to jobseekers following a training imposed by Pôle Emploi who:

- cannot receive unemployment benefits (or are not entitled to UB anymore)
- receive unemployment assistance allowances (FR-3 or FR-89) before their participation to the training.

The amount of the training allowances is a lump-sum (fixed by law), or depends on the previous wage.

It is equivalent to the amount received by trainees in the public sector.

Trainees can also receive support for transportation fees, accommodation and food (FR-105).

Financing/Support:

Pôle Emploi.

Eligibility:

Registered jobseekers participating to a training imposed by Pôle Emploi and who cannot claim unemployment benefits.

Legal basis:

Instruction Pôle Emploi n°2008-04 of 19 December 2008.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 36 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2009 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 11 Courses for specific groups (IRILL)
Type of action: 2.1 - Institutional training

Description

Aim:

To promote the labour market integration of people from selected target groups through specialised training.

Beneficiaries:

Prisoners.

Action/Instrument:

The IRILL programme (integration, reintegration and fight against illiteracy) combines a number of training actions for 2 groups with particular difficulties with labour market and social integration: prisoners and illiterate people.

These actions remain under the responsibility of the State (i.e. not decentralised).

Some trainees may receive a training allowance (public system, measure FR-63 or FR-18) or a temporary delay allowance (FR-89).

The illiteracy strand of the programme is ending and is replaced by FR-104 (Key competences) which started in 2009. The measure therefore only remains for the prisoners.

Financing/Support:

Funds for vocational training and social promotion (FFPPS - Fonds de la formation professionnelle et de la promotion sociale), which are financed through the central government budget and the European Social Fund.

Eligibility:

Prisoners.

Legal basis:

Circular IRILL DFP/DE n°97/1 of 6.01.1997.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Public priorities and Other)
Not registered (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Other LMP intervention)

Planned duration: Variable

Responsible institution(s): Central government, State/regional government

Area of application: National

Implementation: *Year started:* 1972 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 70 Training agreements (AFC)
Type of action: 2.1 - Institutional training

Description

Aim:

To fasten the return to employment of jobseekers through a vocational training selected according to the opportunity needs identified at the local or vocational level.

Beneficiaries:

Jobseekers.

Action/Instrument:

Training agreements are offered to jobseekers who need to reinforce their professional capacities.

Pôle Emploi provides financial help to training institutions offering the actions necessary to match the qualification needs identified at the local level or in promising sectors. Up until 2008, this support was financed by UNEDIC.

The support covers training fees, registration and administrative fees. The average amount per participant is 3,000 EUR (for an average duration of 600 hours).

The maximum number of hours for these actions are fixed at the regional level.

The trainees also receive an allowance:

- AREF (FR-63) if they were receiving unemployment benefits
- RFPE (FR-107).

Transport and lodging costs can be covered by AFAF (FR-105).

Financing/Support:

Public Employment Service.

Eligibility:

Registered jobseekers to whom Pôle Emploi proposed a training in the context of an individual pathway.

Legal basis:

Law DDOS n°2001-624 of 17.07.2001 (art. 1-III).

Agreement of 18.01.2006.

Instruction Pôle Emploi n°2008-43 of 08.01.2009.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)
Employed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Other LMP intervention)

Planned duration: Variable

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2001 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training

Intervention n°/name 85 Training courses organised by the regions

Type of action: 2.1 - Institutional training

Description

Aim:

To facilitate the vocational integration of people without work through training.

Beneficiaries:

Persons without work: jobseekers (registered or not).

Action/Instrument:

The Regional Councils are responsible for vocational training since the 1983 and 1993 decentralisation laws.

The laws of 27.02.2002 and 13.08.2004 completed the transfer process to the regions: they are now competent in the field of adult training.

Moreover, the transfer of the majority of AFPA funding (old FR-10) from the State to the regions strengthen the scope of action of the regional training actors. This transfer started in 2006-2007 and ended in 2009.

The organisation of these training courses (for the young and adult jobseekers, registered or not) lies in the regions.

Most of the participants are paid by the regions. Some are however paid by the State (FR-18) or the UNEDIC (FR-63).

The training actions for the unemployed include certification sessions, vocational training, preparation to qualification, basic knowledge and help to define a project.

Moreover, the ML-PAIO (FR-44) also provides some individual follow-up to young participants.

Finanacina/Support:

Central government budget and regional budget.

Eligibility:

Jobseekers without work registered (or not) at the Pôle emploi.

Legal basis:

Law of 07.01.1983.

Law n°93-1313 of 20.12.1993 (art. 49 & 50).

Law n°2002-276 of 27.02.2002.

Law n°2004-809 of 13.08.2004.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)
Other registered jobseekers (All)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention, Other LMP intervention)

Planned duration: Variable

Responsible institution(s): State/regional government

Area of application: National

Implementation: *Year started:* 2005 *Year Ended:* Ongoing

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Identification

Country France 2017 Category 2 - Training

Intervention n°/name 101 Voluntary contract for integration (CVI)

Type of action: 2.1 - Institutional training

Description

Aim:

To promote the social and vocational integration of young people without skills/job, at risk of social exclusion by giving them the opportunity to follow a training.

Beneficiaries:

18-22 year-old without skills/job, facing difficulties at school or particular problems at the level of social and vocational integration.

Action/Instrument:

The Voluntary contract for integration (CVI) is a contract established under public law which gives a general and vocational training.

It is implemented in centres managed by the EPIDE (public integration institution) and is under the joint supervision of the Ministries of Defence, Labour and City.

The beneficiary is supported to find his/her marks, to draw a vocational project and acquire the necessary skills/behaviours for his/her vocational integration.

The beneficiary receives a monthly allowance of 300 EUR.

The beneficiary signs a contract for 6 to 12 months (including a trial period of 2 months), renewable with a maximum duration of 24 months.

Financing/Support:

Ministry of Labour and Ministry of the City.

The following ministries also offer the services of their staff or some of their buildings: Defence, Education, Agriculture.

Eligibility:

- voluntary basis
- 18-22 year-old
- without skills/job
- facing difficulties at school
- être en règle avec la journée d'appel de préparation à la défense.
- medically capable.

Legal basis:

Ordinance n°2005-883 of 2 August 2005.

Decree n°2005-888 of 2 August 2005.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Youth)
Other registered jobseekers (Youth)
Not registered (Youth)

Treatment of unemployment spells: Broken

Receipt of benefits:	None		
Planned duration:	Maximum: 24 Months		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i> 2006	<i>Year Ended:</i>	Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 104 Key competences
Type of action: 2.1 - Institutional training

Description

Aim:

To help disadvantaged people to get the basic skills necessary for vocational integration.

Beneficiaries:

Low-skilled people without key competences and willing to carry out a work integration plan.

Action/Instrument:

The Key competences programme is the result of the reform of the Ministry of labour's policy to promote access to vocational training for low skilled persons.

It includes measures to fight against illiteracy (part of the measure FR-11).

The State contributes to the provision of training in the following key competences: reading and writing skills, basic skills in mathematics and sciences, use of information and communication technologies, ability to develop knowledge and skills independently.

This training is targeted to persons willing to improve their employability and is based on a customized approach to training.

The average participation of the State amounts to 80% of the training costs (ESF not included).

Financing/Support:

Budget of the central government.

Eligibility:

. Jobseekers

. Young people who left school without any certification (including those in CIVIS (FR-79),

. Workers in subsidised employment (to complete the training obligations of the employer).

Legal basis:

Circular DGEFP n°2008-01 of 3 January 2008.

Recent changes:

Supplementary information

Breakdown of expenditure:	Transfers to service providers
Target groups:	Registered unemployed (Public priorities and Other) Not registered (Public priorities and Other) Employed
Treatment of unemployment spells:	Continuous/Continuous
Receipt of benefits:	Cash benefits (Source: Unemployment benefit)
Planned duration:	Variable
Responsible institution(s):	Public employment services
Area of application:	National
Implementation:	<i>Year started:</i> 2009 <i>Year Ended:</i> Ongoing

Identification

Country France 2017 Category 2 - Training

Intervention n°/name 118 State-financed training for fragile population

Type of action: 2.1 - Institutional training

Description

Aim:

To promote the vocational integration of unemployed people through traineeships.

Beneficiaries:

Jobseekers (receiving benefits or not).

Action/Instrument:

Given the fact that the general competence in terms of vocational training for young people and jobseekers has been mostly decentralised to the regions, the State finances training for specific target groups such as prisoners (old measure IRILL, FR-11), disabled people, migrants, military personnel in conversion, people from overseas.

The trainees are paid by the State (through FR-18) or by UNEDIC (FR-63).

In parallel to this intervention, the State also finances:

- actions to fight against illiteracy (part of FR-11), and Key competencies (FR-104),
- Training contracts (CAF, FR-108).

Financing/Support:

Central government.

Eligibility:

Jobseekers (registered at the Pôle emploi and not registered).

Legal basis:

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2010 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 128 Second chances schools
Type of action: 2.1 - Institutional training

Description

Aim:

Second chance schools allow young people without diploma, and without vocational skills to build their social and professional integration project.

Beneficiaries:

Young <26 who have left school without diploma or qualification.

Action/Instrument:

These schools propose an individualised guidance pathway over several months. It is organised around 3 pillars: courses in the basic knowledge, training in enterprises (which is the main focus of the measure) and sociocultural and sportive activities.

Finanacina/Support:

The Regional Council is the main financial support.

It also finances the remuneration of the trainees.

Since 2009, the State participates to the development of these schools in the country in partnership with the regions and the local partners.

Eligibility:

Young <26

Legal basis:

Article L214-14 of the Education Code.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Youth)
Other registered jobseekers (Youth)
Not registered (Youth)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Maximum: 4 Years

Responsible institution(s): Local government

Area of application: National

Implementation: *Year started:* 1995 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 20 FNE conventions on training and retraining
Type of action: 2.2 - Workplace training

Description

Aim:

To maintain jobs threatened by new technology through continuing vocational training

Beneficiaries:

Employees at risk of losing their job.

Action/Instrument:

The FNE training conventions aim at preventing economic redundancies and are supporting continuing vocational training.

They can be part of social plans to support restructuring.

To be eligible, the training programmes must promote the recognition of qualifications or validation of prior experience.

These actions can be implemented alongside working time reductions designed to maintain jobs at risk (collective reduction of working time, partial unemployment). The FNE conventions, which are limited to 1 year duration, cover a maximum of 80% of the training costs and the remuneration of the employees.

In the context of the Economic Recovery Plan, implemented in 2008, 2009 and 2010, this intervention was used (together with the allowance for partial unemployment of long duration - FR-4).

Finanacina/Support:

Central government budget; supplements from the regions and from the European Social Fund are also possible.

Eligibility:

Employees threatened with lay-off, especially those with low levels of qualification.

Legal basis:

Law of 18.12.1963.

Art. L.322-1 of the Labour Code (Code du Travail).

Law n°89-549 of 2.08.1989.

Circular CDE 96/11 of 6.05.1996.

DGEFP instructions n°2009-05 of 6.03.2009 and n°2009-30 of 6.07.2009.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 1200 <1 day

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 1964 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training

Intervention n°/name 71 Training actions prior to recruitment (AFPR)

Type of action: 2.2 - Workplace training

Description

Aim:

To acquire the professional skills needed to match a particular job vacancy.

Beneficiaries:

Jobseekers requiring an adaptation through an internal or external training in order to comply with an identified job offer.

Action/Instrument:

This training support provided under the Back-to-Work Support Plan (PARE) can be granted for a training action which constitutes a prerequisite in the recruitment for a vacancy job proposed by Pôle Emploi.

The employer commits himself to sign a work contract with the young jobseekers once they reach the required qualification level (open-ended contract, fixed-term contract of 6 months, professionalisation contract).

The support paid by Pôle Emploi to the employers covers training fees, registration and administrative fees.

- lump-sum support of 5 €/hour for internal training up to 2,250 €.

- average support of 8 €/hour for external training up to 3,600 €.

The trainees also receive an allowance:

- AREF (FR-63) if they were receiving unemployment benefits

- RFPE (FR-107).

Transport and lodging costs can be covered by AFAF (FR-105).

Financing/Support:

Pôle emploi.

Eligibility:

Registered jobseekers to whom Pôle Emploi proposed a training in the context of an individual pathway.

Legal basis:

Law DDOS n°2001-624 of 17.07.2001 (art. 1-III).

Convention of 18.01.2006.

Instruction Pôle Emploi n°2008-43 of 08.01.2009.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Lump-sum payments)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Other LMP intervention)

Planned duration: Maximum: 4 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: Year started: 2001 Year Ended: Ongoing

Identification

Country France 2017 Category 2 - Training

Intervention n°/name 119 Operational preparation for employment (POE)

Type of action: 2.2 - Workplace training

Description

Aim:

To help jobseekers to have the necessary vocational skills and competences in order to take a vacancy in the company.

Beneficiaries:

Registered jobseekers.

The Law of 5 March 2014 allows participants in FR-36, 37, 61, 112 (in category 4) and FR-113 and 131 (in category 6) to benefit from FR-119.

Action/Instrument:

The POE programme finances a training which provides the necessary skills to take up a sustainable job matching a vacancy in Pôle emploi.

The POE is targeted at jobseekers registered at Pôle emploi and to whom the Pôle emploi advisor proposes a stable employment which requires a preliminary training.

The employment contract must be open-ended (or fixed-term of at least 12 months); it can also be an open-ended Professionalisation contract (FR-76).

At the end of the training, the hiring must intervene on the date scheduled in the agreement signed between Pôle emploi and the employer.

The support covers all (or part) of the teaching costs (up to 400 hours of training).

If the training is organised by the internal training body, the amount of the support is limited to EUR 5 per training hour. If the training is organised by an external training body, the amount is limited to EUR 8 per training hour.

The support is paid at the end of the training, once the person is hired.

The trainees can get one of the following allowances: AFAF (FR-105), RFPE (FR-107) or AREF (FR-63).

Financing/Support:

Public employment services.

Eligibility:

Jobseekers registered at Pôle emploi (receiving benefits or not).

Legal basis:

Law n°2009-1437 of 24.11.2009 (art.18 III of this law creating the articles L. 6326-1 and L. 6326-2 of the Labour Code).
Decisions of the Board of Directors of Pôle emploi n°2010/40 of 09.07.2010.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Lump-sum payments)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Other LMP intervention)

Planned duration: One-off

Responsible institution(s): Public employment services

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Area of application: National
Implementation: *Year started:* 2011 *Year Ended:* Ongoing

Identification

Country France 2017 Category 2 - Training
Intervention n°/name 22 Exemptions and subsidies for recruitment of apprentices
Type of action: 2.4 - Special support for apprenticeship

Description

Aim:

To encourage the recruitment of young people on apprenticeship contracts so that they can obtain a recognised vocational qualification.

Beneficiaries:

Young people who are unemployed or inactive and with low qualifications.

Action/Instrument:

The apprenticeship contract is an alternance training contract lasting at least as long as the term of the training which is the object of the contract (between 1-3 years).

It allows the beneficiary to obtain a recognised vocational qualification with a diploma of vocational or technological education of secondary level or above.

Minimum 400 hours of theoretical and general training per year + work sessions within enterprises where the trainee is followed by a tutor.

The trainee is considered as an employee and receives a wage calculated based on his/her age, evolution within the training cycle and according to the minimum wage.

The State covers all social contributions due in respect of the remuneration of an apprentice throughout the apprenticeship contract (typically 2 years).

The support covers both employers' and employees' contributions for enterprises with less than 11 workers. For the others, only a small part of the contributions needs to be paid (calculated as a lump-sum). With the "no-contribution scheme when taking on apprentices", the recovery plan of 2009-2010 allowed enterprises of 11 and more workers to pay less contributions for 12 months.

Except for young people having upper secondary level qualifications or above (this restriction is in place since January 1999), the employer also receives a lump-sum payment comprising a recruitment bonus and a contribution to the training costs. For contracts signed since 1st January 2003, this recruitment bonus is paid by the regions (no longer by the State) according to a scale defined by each region (with a minimum of 1,000 euros per year).

Since 2005 (Law on social cohesion), the employer can benefit from a tax credit of 1,600 euros per year and per apprentice. It increases to 2,200 euros when the apprentice also receives an additional guidance in the context of the CIVIS (FR-79) or is recognised as a disabled people.

Enterprises with less than 50 employees can receive a financial support.

Financing/Support:

Central and regional government budgets.

Eligibility:

Young people aged 16-25, often with few or no qualifications.

Legal basis:

Art. L.115-1, L.116-1, L.117-1 of the Labour Code.

Law n°96-376 of 6.05.1996.

Law of social cohesion n°2005-32 of 18.01.2005 (art. 16-42).

Decrees n°2009-693 and n°2009-695 of 15.06.2009.

Recent changes:

Supplementary information

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Breakdown of expenditure:	Transfers to employers (Lump-sum payments, Reduced social contributions, Reduced taxes)		
Target groups:	Registered unemployed (Youth) Other registered jobseekers (Youth) Not registered (Youth)		
Treatment of unemployment spells:	Broken		
Receipt of benefits:	None		
Planned duration:	Typical: 2 Years, Maximum: 3 Years		
Responsible institution(s):	Central government, State/regional government		
Area of application:	National		
Implementation:	<i>Year started:</i>	1977	<i>Year Ended:</i> Ongoing

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 98 Financial support and back-to-work grants
Type of action: 4.1 - Recruitment incentives

Description

Aim:

To encourage people who are far from employment to get back to work by compensating part of the costs.

Beneficiaries:

Recipients of the specific solidarity allowance (ASS).

Action/Instrument:

Recipients of ASS (Allocation spécifique de solidarité - FR-3) who get back to work (at least 78h/month) receive a financial support (prime forfaitaire d'intéressement):

- during the first 3 months of activity, the beneficiaries receive their full wage + UB;
- during the 9 following months, the beneficiaries receive the difference between UB and their wage, but receive a lump-sum payment of EUR 150 / month.

The support therefore covers a maximum period of 12 months (or 750 hours).

Moreover, for those getting back to work for at least 78 h/month, a back-to-work grant of EUR 1,000 is paid on the 4th month of activity.

People participating to FR-82, FR-80 or FR-38 can get the back-to-work grant (but not the "prime forfaitaire d'intéressement").

A new back-to-work grant can be paid only after a period of 18 months.

For jobs of less than 78h/month, the person can cumulate UB (ASS) with the wage: in totality if the wage is less than half the SMIC for 6 months, and partly (UB are reduced by an amount equivalent to 40% of the wage).

Financing/Support:

Central government budget.

Eligibility:

Long term unemployed, recipients of Specific solidarity allowance (Solidarity scheme) (ASS - FR-3 in category 8).

Legal basis:

Law n°2006-339 of 23 March 2006.

Decree n°2006-1197 of 29 September 2006.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Lump-sum payments)

Target groups: Registered unemployed (LTU, Public priorities and Other)

Treatment of unemployment spells: Continuous/Discontinuous

Receipt of benefits: Cash benefits (Source: Current intervention, Unemployment benefit, Other LMP intervention)

Planned duration: 12 Months, Maximum: 12 Months

Responsible institution(s): Central government

Area of application: National

Implementation: Year started: 2006 Year Ended: Ongoing

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 123 A job for the future (market)
Type of action: 4.1 - Recruitment incentives

Description

Aim:

To promote the vocational integration of young people who are not educated (or have low level of education) as well as young people living in sensible urban or disadvantaged rural areas.

Beneficiaries:

Young jobseekers with education level equivalent to BEP/CAP (or BAC+2 for those living in disadvantaged areas).

Action/Instrument:

The job for the future (market) is an agreement between the State, the employer in the market sector and the jobseeker. The agreement is prescribed by the local centre (cf.FR-44).

Employers are mainly private employers. The agreements are associated with working contracts of 35 hours per week (unless exception is granted) which can either be temporary or open-ended contracts.

The agreement foresees the payment by the State of a financial support to the employer hiring the young jobseeker. The support is paid for a planned duration of 1 to 3 years provided that the agreement is not prematurely stopped. The support corresponds to 35% of the gross hourly minimum wage.

Young people under this scheme can benefit from some mobility support offered by Pôle emploi (FR-66).

Financing/Support:

State

General Councils (for RSA recipients)

Eligibility:

Young jobseekers aged 16-25 (up to 30 for those who are disabled) with at most BEP/CAP education level (ISCED 3), or at most BAC+2 for those living in sensible urban or disadvantaged rural areas (ZUS, ZRR).

Legal basis:

Law n° 2012-1189 of 26 October 2012.

Recent changes:

Supplementary information

Breakdown of expenditure:	Transfers to employers (Periodic cash payments)
Target groups:	Registered unemployed (Youth, Disabled) Not registered (Youth, Disabled) Employed (Youth, Disabled)
Treatment of unemployment spells:	Broken
Receipt of benefits:	Cash benefits (Source: Other LMP intervention)
Planned duration:	Typical: 12 Months, Maximum: 36 Months
Responsible institution(s):	Central government, Public employment services
Area of application:	National
Implementation:	<i>Year started:</i> 2012 <i>Year Ended:</i> Ongoing

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 127 Generation contract
Type of action: 4.1 - Recruitment incentives

Description

Aim:

- To get youth employed in open-ended contracts
- To maintain the employment (or recruitment) of older people
- To transfer skills and know-how.

Beneficiaries:

Young people aged <26 (30 in case of company transfer).
Employees aged >57 (or recruited from 55 year-old).

All employees of the private sectors are concerned.

Action/Instrument:

Financial support provided to enterprises recruiting a young person in an open-ended contract and maintaining in employment (or recruiting) an older person.

Financing/Support:

Enterprises with <300 employees: 4,000 EUR per year (up to 8,000 EUR) and advices.
Enterprises with 300 employees and over have to conclude an agreement for the Generation contract (or prepare an action plan).

Eligibility:

All private employers.
The Generation contract is adapted to each company size.

Legal basis:

Law n° 2013-185 of 1 March 2013.
Law n° 2014-288 of 5 March 2014.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Registered unemployed (Youth, Older)
Not registered (Youth, Older)
Employed (Older)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 3 Years

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2014 *Year Ended:* Ongoing

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 32 Degressive temporary allowance
Type of action: 4.1.1 - Permanent

Description

Aim:

To encourage unemployed persons to accept a job with a lower salary.

Beneficiaries:

Workers laid off for economic reasons and unemployed for less than one year.

Action/Instrument:

A compensatory allowance can be granted to redundant persons taking on a permanent job (or a temporary job of more than 6 months - since 2008) with a salary lower than in their previous employment.

The new job must be with a different company, within maximum one year of the redundancy.

The State support cannot exceed 75% of the allowance (in the context of agreements cofinanced by the State and the enterprise) and is subject to a maximum of 200€ per person and per month.

The part of the allowance not financed by the State (Fonds national de l'Emploi - FNE) is born by the company responsible for the dismissal.

A full support by the State is possible for enterprises facing significant problems (notably in case of compulsory liquidation or recovery proceeding) or located in areas with important employment disequilibria.

The State participation is then limited to 300 euros per person and per month.

The allowance is paid for a maximum of 2 years.

This is an intervention designed to support restructuring.

Financing/Support:

Central government budget, including the contribution of the previous employer, which is paid to the State via a support fund (Fonds de concours).

Eligibility:

Employees laid off for economic reasons whose employer has signed an agreement with the government and who are then taken on by another employer on an open-ended contract or a fixed-ended contract or a temporary contract of at least 6 months.

This must happen within one year of the redundancy and for a salary lower than that of the previous employment.

Legal basis:

Art. L.322-4-1, R.322-1, R.322-6 of the Labour Code (Code du Travail).

Decrees of 11.09.1989 and 26.05.2004.

Circular DGEFP n°2005/45 of 22.12.2005.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)
Planned duration: Typical: 2 Years, Maximum: 2 Years
Responsible institution(s): Central government
Area of application: National
Implementation: *Year started:* 1963 *Year Ended:* Ongoing

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 112 Single inclusion contract (CUI-CIE)
Type of action: 4.1.1 - Permanent

Description

Aim:

To promote the vocational integration of people facing difficulties to access to the labour market.

Beneficiaries:

Persons aged 16-65 facing difficulties to access to employment.

Action/Instrument:

The Single inclusion contract is an agreement between the State, the enterprise (in the market sector) and the jobseeker.

It is applied in the market sector (mainly in private enterprises).

The State provides a financial support to employers hiring jobseekers (either on an open-ended or fixed-term contract). The duration of the support can be between 6 months and 2 years. In some particular cases however (for instance for ex-prisoners in a re-integration process), the duration can be 3 months.

The amount is calculated based on the minimum salary (not more than 47% of the gross hourly smic) and work duration (up to 35 hours per week).

The Single inclusion contract replaces FR-80 and FR-81 since January 2010 in mainland France (and since January 2011 in overseas areas).

Financing/Support:

State and Departmental Councils (for RSA recipients).

Eligibility:

. Jobseekers

. Recipients of RSA.

Legal basis:

Law of 1.12.2008 on RSA.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Registered unemployed (All)
Not registered (All)
Employed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 2 Years

Responsible institution(s): Central government, Local government

Area of application: National

Implementation: *Year started:* 2010 *Year Ended:* Ongoing

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 129 Reduced social contributions for the recruitment of a youth on a permanent contract
Type of action: 4.1.1 - Permanent

Description

Aim:
To help enterprises to hire young people in open-ended contracts by reducing the hiring costs.
Beneficiaries:
Young <26.
Action/Instrument:
When hiring young <26, the employer does not pay contribution of unemployment insurance during 3 months (4 months for enterprises with < 50 employees).
The condition is that the contract continues after the trial period.
Financing/Support:
Central Government budget, Social security schemes.
Eligibility:
Young <26.
Legal basis:
Law on job protection (published on 16 June 2013).
Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Reduced social contributions)
Target groups: Registered unemployed (Youth)
Other registered jobseekers (Youth)
Not registered (Youth)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Typical: 3 Months
Responsible institution(s): Social security funds
Area of application: National
Implementation: *Year started:* 2013 *Year Ended:* Ongoing

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 36 Economic integration enterprises
Type of action: 4.1.2 - Temporary

Description

Aim:

To provide an opportunity to adjust/readjust to working life in a productive environment before moving on to the job market.

Beneficiaries:

People out of work and encountering particular social and professional difficulties.

Action/Instrument:

An integration enterprise is a productive unit which accommodates people with severe problems, youths or adults, for up to 2 years in order to allow them to (re)adjust to working life before moving on to the job market.

The integration enterprise is based in the market sector.

Aid from the State finances the supervision and social support of the participants as well as compensation for their lower productivity.

An annual lump-sum aid per full-time position is paid to the integration enterprises.

Since July 2005, the lump-sum aid is 9,681€ whatever the weekly collective working time is. The Ministries of social affairs, justice and the local authorities can also contribute to the aid.

Wages are exempted from 100% of the employers social security contributions due up to the level of the minimum wage (SMIC).

The departmental fund for integration provides assistance in the form of advice and, sometimes, contributes towards the development of these organisations.

New rules apply to this measure since January 2009.

In Spring 2009, in the context of the strong financial and economic crisis, a recovery plan was launched.

Additional funding was provided to Economic integration enterprises hiring disadvantaged persons in 2009 and 2010.

Financing/Support:

Central government budget, European Social Fund.

Eligibility:

People being cared for by the social services, the youth detention system, the supervised education, or ex-prisoners, ex-alcoholics/addicts, persons on RMI (revenu minimum d'insertion), young people or long-term unemployed with particular problems.

Legal basis:

Art. L.322-4-16 of the Labour Code (Code du Travail).

Law n°2005-32 of 18.01.2005 (art. 80) & Programme 6 of the Social cohesion plan.

Law n°98-657 of 29.07.1998 on the fight against exclusion (art. 11-20).

Decrees n°99-105, 106 and 107 of 18.02.1999.

Modernisation plan of the IAE (Insertion par l'activité économique) of 2008: Circular of 10.12.2008.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions),
Transfers to service providers

Target groups: Registered unemployed (All, LTU, Youth, Public priorities and Other)
Other registered jobseekers (Youth, Public priorities and Other)
Not registered (Youth, Public priorities and Other)
Employed (All)

Treatment of unemployment spells: Broken

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Receipt of benefits:	None		
Planned duration:	Maximum: 2 Years		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i> 1985	<i>Year Ended:</i>	Ongoing

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 37 Intermediary associations
Type of action: 4.1.2 - Temporary

Description

Aim:

Some participants may continue to receive unemployment benefits which are reported under category 8. To help unemployed people with severe problems in their path towards social and professional reintegration by providing very short-term jobs.

Beneficiaries:

Long-term unemployed, persons on RSA and all problem groups.

Action/Instrument:

The State subsidises the setting up of organisations that help find work for long-term unemployed and all problem groups. These organisations bring together employers (mostly households) and the unemployed for very short-term jobs. They also provide a point of contact and support for people having problems of reintegration, as well as a follow-up of their professional and social paths.

Employers pay the association which, in turn, pays the unemployed person (at least the minimum wage).

The activity of the association is non-profit making.

If the number of hours worked by an individual stays below 750 hours per year, then wages are exempted from employers social security contributions.

Household employers are also eligible to an income tax reduction (50% of the wage paid) up to a fixed amount per year.

Since 1999, the intermediate associations (AI - associations intermédiaires) are no longer obliged to operate outside the regular economy.

Employees of AI who are made available to companies in the market sector for more than 16 hours must, from that point on, be placed with the agreement of Pôle emploi.

The total duration of such placements for the same employee cannot exceed 240 hours per year.

New rules apply to this measure since January 2009.

In Spring 2009, in the context of the strong financial and economic crisis, a recovery plan was launched.

Additional funding was provided to enterprises hiring disadvantaged persons in 2009 and 2010.

Financing/Support:

Central government budget, social security funds and European Social Fund.

Eligibility:

Long-term unemployed, persons on RSA and all problem groups.

Legal basis:

Art. L.322-4-16 of the Labour Code.

Law 2005-32 of 18.01.2005 (art. 80) & Programme 6 of the Social cohesion plan.

Law n°98-657 of 29.07.1998 (art. 11-20).

Decrees n°99-105, 106 and 107 of 18.02.1999.

Modernisation plan of the IAE (Insertion par l'activité économique) of 2008: Circular of 10.12.2008.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Reduced social contributions, Reduced taxes), Transfers to service providers
Target groups: Registered unemployed (All, LTU, Public priorities and Other)
Other registered jobseekers (Public priorities and Other)
Employed (All)

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Treatment of unemployment spells:	Continuous/Continuous		
Receipt of benefits:	Cash benefits (Source: Unemployment benefit)		
Planned duration:	Variable		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	1987	<i>Year Ended:</i> Ongoing

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 61 Enterprises providing temporary work for integration purposes
Type of action: 4.1.2 - Temporary

Description

Aim:

To help jobseekers facing difficulties in entering the labour market to integrate professionally and socially.

Beneficiaries:

Jobseekers.

Action/Instrument:

Enterprises (certified by Pôle emploi) providing temporary work which are planning social and professional follow-up and guidance for people facing difficulties can sign an agreement for State aid.

This aid concerns the financing of guidance counselling posts with a rate of 1 counsellor (full-time equivalent) for 10-15 persons in integration.

The unique activity of these enterprises must be to help integrate people faced with real difficulties by making them available to client undertakings for temporary work in accordance with the regulations on temporary work agencies. By special derogation, this work may last up to a total of 24 months. Guidance is provided during the placement as well as between each placement.

New procedures are applied since 1 January 2009.

In Spring 2009, in the context of the economic and financial crisis, a recovery plan was launched.

Additional funding was provided for enterprises providing temporary work to people facing difficulties in 2009 and 2010.

Financing/Support:

Central government budget.

Eligibility:

Jobseekers facing specific social and professional difficulties: long-term unemployed, public priorities, RMI or RSA recipients, young people in great need, individuals receiving social assistance.

Legal basis:

Art. L.322-4-16 of the Labour Code.

Law 2005-32 of 18.01.2005 (art. 80) & Programme 6 of the Social cohesion plan.

Law n°98-657 of 29.07.1998 (art. 11-20).

Decrees n°99-105, 106 and 107 of 18.02.1999.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All, LTU, Public priorities and Other)
Other registered jobseekers (All, Public priorities and Other)
Employed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Variable

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2001 *Year Ended:* Ongoing

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Identification

Country France 2017 Category 4 - Employment incentives
Intervention n°/name 76 Professionalisation contract
Type of action: 4.1.2 - Temporary

Description

Aim:

To promote the access to vocational qualifications for young people and jobseekers.

Beneficiaries:

Young people aged between 16-25 who left school earlier and jobseekers aged 45 and over.

Action/Instrument:

The Professionalisation contract is available since 2004 to all employers who have to participate in lifelong-learning programmes.

It is open to young people and jobseekers aged 26 or over.

This contract can be either fixed-term or open-ended.

The duration of the measure is between 6-12 months. It can be extended to 24 months for persons who dropped out school without any recognised diploma or vocational qualification or when it is required by the nature of the qualification.

If employers hire young people or jobseekers aged 45 or over, they benefit from the exoneration of the social contributions up to the SMIC amount.

In this case, the groups of employers mentioned in art. L. 127-1 of the Labour Code who organise insertion and qualification programmes can receive a lump-sum support from the State.

Since January 2008, young people aged <26 benefit from the general scheme of reduction of social contributions on low wages. Only jobseekers aged 45 and over as well as young people hired by employer groups continue to benefit from reductions in specific contributions.

In the context of the Support plan for the employment of young people, employers hiring people aged <26 between 01.05.2009 and 31.12.2010 receive a subsidy of 1,000 € or 2,000 € (if the education level is low).

Since 1 January 2009, a lump-sum support is provided by Pôle emploi to the employer hiring under a Professionalisation contract a jobseeker. The maximum amount is fixed to 2,000 EUR for a jobseeker aged 26+.

Since 1 March 2011, a support (2,000 EUR) is paid to the employer hiring a jobseeker aged 45+ under a Professionalisation contract.

The employer finances the training through the mutualisation of the training costs (this expenditure is not included in the database).

Financing/Support:

Central government budget.

Eligibility:

Young people aged between 16-25 years old and jobseekers aged 45 and over.

Legal basis:

Law n°2004-391 of 4.5.04.

Decrees n°2004-1093 of 15.10.04 and n°2004-968 of 13.9.04.

Initial financial law for 2008.

Decree n°2009-694 of 15.06.2009. Decree n°2011-524 of 16.05.2011.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Lump-sum payments, Reduced social contributions)

Target groups:	Registered unemployed (All, Youth, Older)		
	Other registered jobseekers (All, Youth, Older)		
	Not registered (All, Youth, Older)		
Treatment of unemployment spells:	Broken		
Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Typical: 13 Months, Maximum: 24 Months		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	2004	<i>Year Ended:</i> Ongoing

Identification

Country France 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 91 Supported contracts for disabled (ESAT)

Type of action: 5.1 - Supported employment

Description

Aim:

To guarantee a minimal income to people with disabilities working in a sheltered environment.

Beneficiaries:

People with disabilities.

Action/Instrument:

Workers with disabilities working in ESAT units (Etablissement et service d'aide par le travail) receive a guaranteed income of 55-110% of the minimum salary.

State support

- is equal to 50% of the minimum income when the part financed by ESAT equals 5-20% of the minimum income;
- is reduced when the part financed by ESAT is higher than 20% of the minimum income (the support of the State is reduced by 0.5% for each additional 1% financed by ESAT).

This ESAT intervention replaces the income guarantee provided by the old intervention FR-47 (CAT).

Financing/Support:

Central government budget.

Eligibility:

People recognised as disabled by the "Commission des droits et de l'autonomie des personnes handicapées" (previously known as "Cotorep").

Legal basis:

Law n°2005-102 of 11.02.2005.

Decree n°2006 of 26.06.2006.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Not registered (Disabled)
Employed (All, Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Unlimited

Responsible institution(s): Central government

Area of application: National

Implementation: Year started: 2007 Year Ended: Ongoing

Identification

Country France 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 92 Adapted firms

Type of action: 5.1 - Supported employment

Description

Aim:

To promote access to regular employment for people with disabilities.

Beneficiaries:

People with disabilities.

Action/Instrument:

This intervention replaces the old intervention FR-48 (Sheltered workshops for the disabled). The firm must count at least 80% of disabled workers and must be agreed by the Ministry of Labour.

Adapted firms are active on the regular labour market and their employees are treated as ordinary workers.

The agreement of the adapted firms is based on a 3-year contract signed with the State, which determines the reception, guidance and follow-up of the disabled workers.

The state support is very much linked to this contract.

Under this system, there are:

- a specific subsidy paid to employers for additional costs incurred by the employment of disabled people (EUR 900 per disabled worker)
- a financial support for each worker designated by the "Commission des droits et de l'autonomie vers le marché du travail" (80% of the minimum income)
- specific subsidies according to specific actions.

From 2007 onwards, the wages of disabled workers are not exempted from unemployment insurance contributions anymore.

Financing/Support:

Central government budget.

Eligibility:

People with disabilities designated by the PES or specialised placement services (like FR-74 Cap Emploi, or the "Commission des droits et de l'autonomie vers le marché du travail").

Legal basis:

Law n°2005-102 of 11.02.2005.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Lump-sum payments)

Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Not registered (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Typical: 1 Months

Responsible institution(s): Central government

Area of application: National

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Implementation:

Year started: 2007

Year Ended: Ongoing

Identification

Country France 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 49 Aid granted by the Association for the vocational integration of the disabled (AGEFIPH)

Type of action: 5.2 - Rehabilitation

Description

Aim:

To support the integration of disabled people in the regular labour market.

Beneficiaries:

Disabled workers in the private sector.

Action/Instrument:

The state has passed broad responsibility for the integration of disabled workers in the private sector (competitive) to AGEFIPH.

The aid distributed by AGEFIPH includes recruitment subsidies (which can be supplementary to generally available aid), specialised training, aid for adaptation of the work-place, advice and follow-up. AGEFIPH also pays the GRTH (garantie de ressources) to disabled persons working in a normal productive environment. This scheme aims to ensure a minimum income calculated in relation to the minimum wage (maximum of 1.3 times the SMIC in regular work). See also measures FR-91 and 92.

Financing/Support:

Obligatory contributions from companies with at least 20 employees which do not fulfil the requirement of 6% of the manpower to be disabled workers (or equivalent in case of sub-contracting to sheltered workshops).

Eligibility:

Workers recognised as disabled by the specialist committees (Cotorep).

Legal basis:

Art. L.323-6 and L.323-8-2 of the Labour Code (Code du Travail).
Law n°87-517 of 10.07.1987.
Decree of 14.09.1988.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Lump-sum payments), Transfers to employers (Periodic cash payments, Lump-sum payments), Transfers to service providers

Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Not registered (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Variable

Responsible institution(s): Social security funds

Area of application: National

Implementation: *Year started:* 1989 *Year Ended:* Ongoing

Identification

Country France 2017 Category 6 - Direct job creation
Intervention n°/name 113 Single inclusion contract (CUI-CAE)
Type of action: 6 - Direct job creation

Description

Aim:

To promote the vocational integration of people facing difficulties to access to the labour market.

Beneficiaries:

Persons aged 16-65 facing difficulties to access to employment.

Action/Instrument:

The Single inclusion contract is an agreement between the State, the non-market sector (associations, public bodies, local authorities) and the jobseeker.

The State provides a financial support to employers hiring jobseekers (either on an open-ended or fixed-term contract). The duration of the support can be between 6 months and 2 years. In some particular cases however (for instance for ex-prisoners in a re-integration process), the duration can be 3 months.

The amount is calculated based on the minimum salary (not more than 90% of the gross hourly smic - except in certain cases) and work duration (up to 35 hours per week).

The Single inclusion contract replaces FR-82 and FR-83 since January 2010 in mainland France (and since January 2011 in overseas areas).

Financing/Support:

State, Departmental Councils (for RSA recipients) and Social security funds.

Eligibility:

Jobseekers

Recipients of RSA.

Legal basis:

Law of 1.12.2008 on RSA.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All)
Not registered (All)
Employed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 2 Years

Responsible institution(s): Central government, Local government

Area of application: National

Implementation: *Year started:* 2010 *Year Ended:* Ongoing

Identification

Country France 2017 Category 6 - Direct job creation
Intervention n°/name 120 A job for the future (non-market)
Type of action: 6 - Direct job creation

Description

Aim:

To promote the integration into the labour market of unskilled or low-skilled young people as well as young people living in sensitive urban areas or disadvantaged rural areas.

Beneficiaries:

Young jobseekers with at most qualifications corresponding to the BEP or CAP vocational certificates, or for those living in sensitive urban areas or rural revitalisation areas with at most a BAC+2 level (ISCED 5).

(BEP: Diploma of Occupational Studies, CAP: Certificate of Professional Aptitude; both are ISCED level 3)

Action/Instrument:

This measure is a tripartite agreement signed between the State, the employer in the non-market sector and the jobseeker. The agreement is prescribed by a local centre (FR-44).

Employers in the non-market sector are the local authorities, public bodies (except in the education sector) as well as the associations.

The agreements are associated with employment contracts of 35 hours per week (except in special cases) which can either be fixed-term or open-ended.

According to the agreement, the State pays a financial support to employers hiring young jobseekers. This is paid for a period of one to three years, provided that the agreement does not stop prematurely. The financial support paid to the employer corresponds to 75% of the gross hourly minimum wage.

Young people benefiting from this measure can also receive mobility support from Pôle emploi (FR-66).

Financing/Support:

- State
- Regional councils (for beneficiaries of the RSA).

Eligibility:

Young people between 16 and 25 year-old (up to 30 for disabled people) looking for a job.

Legal basis:

Law n°2012-1189 of 26 Octobre 2012.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (Youth, Disabled)
Not registered (Youth, Disabled)
Employed (Youth, Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 12 Months, Maximum: 36 Months

Responsible institution(s): Central government, Public employment services

Area of application: National

Implementation: *Year started:* 2012 *Year Ended:* Ongoing

Identification

Country France 2017 Category 6 - Direct job creation

Intervention n°/name 131 Integration workshops/initiatives (ACI)

Type of action: 6 - Direct job creation

Description

Aim:

The integration workshops/initiatives aim at recruiting, supporting and training people facing social and professional problems in order to facilitate their return to employment.

The goods/services produced aim to meet collective needs which are not satisfied (environment, renovation of old building etc).

Beneficiaries:

People without a job and facing social and professional problems.

Employers in the non-market sector.

Action/Instrument:

The ACI organises the follow-up, the guidance and the training in order to promote social integration and sustainable vocational integration.

ACI can be organised on a case-by-case basis or on a permanent basis.

They can concern various institutions such as a private non-profit organisation, a municipality, a department, a local social action centre, the National Forestry Office (ONF) etc.

Financing/Support:

The hiring in the context of the ACI is supported by a financial help (this is only for the recruitments agreed by Pôle emploi).

The financial support is paid for the State by the Service and Payment Agency (ASP).

Eligibility:

- Young aged under 26 facing serious difficulties
- Recipients of minimum social benefits
- Long-term registered unemployed
- Disabled workers

Legal basis:

Labour Code art L.5132-15; art R.5132-28 and D.5132-27.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 4 Months, Maximum: 2 Years

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2014 *Year Ended:* Ongoing

Identification

Country France 2017 Category 7 - Start-up incentives
Intervention n°/name 38 Aid for the unemployed setting-up or rescuing a company (ACCRE)
Type of action: 7 - Start-up incentives

Description

Aim:

To help jobseekers to start/take over a company, or to take up a non-salaried profession.

Beneficiaries:

Jobseekers receiving benefits or eligible for benefits.

Jobseekers not receiving benefits registered for more than 6 months in the last 18 months.

Persons on social benefits.

Young people aged less than 26.

Action/Instrument:

The aid for the unemployed setting-up or rescuing a company (ACCRE) consists of a social contributions exemption for 1 year (up to 120% of the minimum wage). The amount of revenue forgone by the social security regimes is not completely known.

Social benefit payments can be maintained during 1 year for the ASS beneficiaries (FR-3), the beneficiaries of the widows allowance and the beneficiaries of the ATA (FR-89) under certain conditions.

Since 2005, the duration of exemption is increased (up to 24 months) if the enterprise is a "micro enterprise". The exemption is total or partial depending on the level of the remuneration of the beneficiary.

Since 2006, unemployed receiving unemployment benefits (FR-1) can benefit from a support to set up or rescue an enterprise (corresponding to half of the remaining allowances at the time of the creation of the new enterprise, or they can cumulate partially their remaining unemployment benefits and income from the new activity during a maximum of 15 months.

Since 2009, new support measures for business start-up (NACRE - Nouvelles aides à la création d'entreprise) is launched. They complete and reinforce the interventions helping unemployed setting-up or rescuing a company. They include Consultancy cheque-books (old FR-38bis) and Support for new business development (FR-59). NACRE allows people in unemployment or facing difficulties to integrate the labour market to create or take over an enterprise by benefiting from a specific assistance over time: before its creation to prepare the project (including the financing) and after in the start-up and development phase (up to 3 years in total).

Financing/Support:

Central government budget, Social security schemes, unemployment insurance schemes.

Eligibility:

Jobseekers receiving or eligible for benefits (former employees taking over their company in difficulty); unemployed registered for more than 6 months out of the previous 18 months, unemployed receiving ASS (FR-3), beneficiaries of the RSA (revenu de solidarité active).

Young people aged 18 to 25 included, or young people aged less than 30 who did not work long enough in a subsidised contract to be eligible for unemployment benefits. Persons creating a business in sensitive urban areas.

Legal basis:

Law n°96-1181 of 30.12.1996.

Decree n°97-637 of 31.05.1997.

Law n°97-940 of 16.10.1997.

Law n°2003-721 of 1.08.2003 (art.16-1).

Decree n°2005-792 of 27.05.2005.

Law n°2006-1640.

Unemployment insurance agreement of 18.01.2006 (art.48).

Circular Dgefp 2008-20 of 4.12.2008; Decree 23.12.2010.

Agreement of 19.02.2009 (art.34).

Agreement of 6.05.2011 (art.2§5, implementing agreement 24).

Recent changes:

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Supplementary information

Breakdown of expenditure:	Transfers to individuals (Lump-sum payments, Reduced social contributions), Transfers to service providers		
Target groups:	Registered unemployed (LTU, Youth, Older, Public priorities and Other) Other registered jobseekers (Youth, Older, Public priorities and Other)		
Treatment of unemployment spells:	Broken		
Receipt of benefits:	Cash benefits (Source: Current intervention, Unemployment benefit)		
Planned duration:	Typical: 1 Years, Maximum: 2 Years		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	1979	<i>Year Ended:</i> Ongoing

Identification

Country France 2017 Category 7 - Start-up incentives
Intervention n°/name 121 Support for rescuing or creating a company (ARCE)
Type of action: 7 - Start-up incentives

Description

Aim:

To help unemployment benefit recipients to create their own business.

Beneficiaries:

Jobseekers receiving unemployment benefits (FR-1), who benefited from a start-up incentive under FR-38 (ACCRE).

Action/Instrument:

Unemployed persons receiving unemployment benefits (FR-1) and a support for setting or rescuing a company (FR-38 - ACCRE) can benefit from this intervention (ARCE).

The amount corresponds to 50% of the remaining claims when starting the activity.

The support is paid as follows:

- 1st payment when starting the activity, when the beneficiary justifies eligibility.
- 2nd payment 6 months later, provided that the activity is ongoing.

The support must be declared as "treatments and wages" and is therefore subject to personal income tax.

Financing/Support:

Unemployment insurance scheme (UNEDIC).

Eligibility:

Jobseekers receiving unemployment benefits (FR-1), who benefited from a start-up incentive under FR-38 (ACCRE).

Legal basis:

Unemployment insurance agreement of 18 January 2006, art.48.

Agreement of 19 February 2009, art.34.

Agreement of 6 May 2011, art.2§5, implementing agreement 24.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Lump-sum payments)
Target groups: Registered unemployed (All)
Treatment of unemployment spells: Broken
Receipt of benefits: Cash benefits (Source: Current intervention)
Planned duration: One-off
Responsible institution(s): Social security funds
Area of application: National
Implementation: *Year started:* 2006 *Year Ended:* Ongoing

Identification

Country France 2017 Category 7 - Start-up incentives
Intervention n°/name 122 New support to create/rescue a company (NACRE)
Type of action: 7 - Start-up incentives

Description

Aim:

To help unemployed people or those facing difficulties in terms of sustainable labour market integration to create or rescue a company by providing them a long-term support.

Beneficiaries:

Jobseekers, they are often benefiting from FR-38 (ACCRE).

Action/Instrument:

This intervention proposes an intensive assistance of at least 3 years:

- . phase 1: support to finalise the company creation/rescuing project (maximum 6 months)
- . phase 2: systematic assistance to establish quality relationship with banks (maximum 6 months) in order to obtain a zero rate loan as well as an additional bank loan
- . phase 3: post-creation support extending over 3 years after the set up of rescue of the company, in order to help the new manager in terms of management choices and promoting the development of the company.

In order to guarantee zero rate loans, the State endorses a guarantee fund from the Social cohesion fund.

Financing/Support:

Central government budget.

Public investment bank.

Eligibility:

- jobseekers not receiving unemployment benefits registered at the PES during 6 months in the past 18 months
- jobseekers receiving unemployment benefits (ARE, FR-1), specific solidarity allowance (ASS, FR-3) or temporary delay allowance (ATA, FR-89)
- recipients of the RSA
- persons employed (or made redundant) by a company facing a restructuring or bankruptcy and who take over all or part of the company
- registered jobseekers aged 50 and over
- persons creating a company in a sensible urban area.

Legal basis:

Law n°2008-1425 of 27 December 2008.

Law n°2009-1674 of 30 December 2009.

Art.L. 5141-5 of the Labour Code.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: Registered unemployed (All)
Other registered jobseekers (All)
Treatment of unemployment spells: Broken

Receipt of benefits:	Non-cash benefits		
Planned duration:	Maximum: 4 Years		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i> 2009	<i>Year Ended:</i>	Ongoing

Identification

Country France 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 1 Back-to-work support allowance (Unemployment insurance system)

Type of action: 8.1.1 - Unemployment insurance

Description

Aim:

To ensure a replacement income in case of involuntary job loss.

Beneficiaries:

Jobseekers having contributed to the unemployment insurance system for at least 4 months.

Action/Instrument:

Since the convention of 1 January 2001 on back-to-work support and compensation for unemployment, the main unemployment insurance benefit is now the back-to-work support allowance (ARE).

The compensation rules are defined by Unedic and are revised every 2-3 years.

Up until 2009, each unemployment insurance agreement used to fix its own compensation channels scheme. Since the unemployment agreement of 19 February 2009, a single compensation scheme is in place.

A new unemployment insurance agreement was adopted on 6 May 2011.

The maximum duration of the ARE support is fixed to 24 months for <50 and 36 months for 50+.

The amount of the ARE is calculated according to gross wages subject to unemployment insurance contributions (received during the 12 months prior to the last working day).

The beneficiaries who are in employment can (under certain conditions such as not to be working for more than 110 hours per month) cumulate their wages and part of the ARE.

The convention of 19 February 2009 on compensation for unemployment is applied since 1 April 2009. It introduces new compensation rules. The compensation channels are replaced by a single channel. Within this channel, one day of affiliation is equivalent to one day of compensation considering the limit of 24 months for those aged less than 50 and 36 months for the others.

Under certain conditions, recipients of the ARE can ask "to be exempted from employment search" (FR-90). Their statute is no longer unemployment but inactivity.

The unemployment allowance can be completed under the solidarity scheme by a Pension equivalent allowance, which covers persons having contributed sufficiently to receive their full-pension but who did not reach the legal retirement age yet.

Financing/Support:

ARE is financed through obligatory contributions of employers and employees to the unemployment insurance system (UNEDIC).

Eligibility:

Jobseekers registered with Pôle Emploi, having contributed to the unemployment insurance system for at least 4 of the previous 28 months for those aged less than 50 and 36 months for those above 50. Jobseekers on benefit must actively seek work.

Legal basis:

Convention of 06.05.2011.

Convention of 19.02.2009.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed
Other registered jobseekers

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 24 Months, Maximum extended: 36 Months

Responsible institution(s): Social security funds

Area of application: National

Implementation: *Year started:* 1992 *Year Ended:* Ongoing

Identification

Country France 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 3 Specific solidarity allowance (Solidarity scheme)

Type of action: 8.1.2 - Unemployment assistance

Description

Aim:

To provide a replacement income for jobseekers having exhausted their entitlement to unemployment insurance benefits.

Beneficiaries:

Unemployed having exhausted their entitlement to the back-to-work support allowance.

Action/Instrument:

The specific solidarity allowance (ASS - allocation spécifique de solidarité) is a minimum social benefit which can:

- replace the ARE (FR-1) when its entitlement period is over;
- replace the ARE (FR-1) when the beneficiary is not entitled to it;
- be paid instead of ARE for jobseekers aged 50+ who are eligible to ARE but choose to claim ASS if the amount is higher.

In 2011, the lump-sum monthly amount of the ASS is 467 EUR. It is paid by Pôle emploi.

Financing/Support:

Solidarity funds financed through the State budget (60%) and the solidarity contributions of State employees (40%).

Eligibility:

3 conditions need to be fulfilled to be eligible to the ASS:

- to be registered jobseekers or to be exempted from jobsearch (FR-90)
- to have resources below 1,075.90 EUR for a single person or 1,690.70 EUR for a household (on 1st January 2011)
- to have been working for 5 years during the 10 years prior to unemployment (including with employers not covered by Unedic, i.e State and local authorities).

Legal basis:

Ordinance n°84-198 of 21.03.1984.

Circular DE n°42-84 of 22.11.1984, amended on 30.03.1990 and 31.12.1996.

Decree n°2003-1915 of 30.12.2003.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All, LTU)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Typical: 6 Months

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 1984 *Year Ended:* Ongoing

Identification

Country France 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 72 Pension equivalent allowance / Transitional solidarity allowance (Solidarity scheme)

Type of action: 8.1.2 - Unemployment assistance

Description

Aim:

To ensure a minimum income for older unemployed persons until retirement.

Beneficiaries:

Older jobseekers or beneficiaries of the minimum income scheme (RMI) who have made at least 160 quarterly contributions to the old-age pension insurance.

Action/Instrument:

The Pension equivalent allowance (AER - Allocation équivalent retraite) was created in 2002 to guarantee a minimum income for jobseekers <60 years with a record of at least 160 quarters of contributions for the old-age insurance.

End-2007, the government planned the cancellation of the AER from 1 January 2009. But given the bad situation on the labour market following the 2008 crisis, the AER was extended in 2009 (Decree of 29.05.2009) and in 2010 (Decree 6.05.2010).

For the persons who could not receive AER in 2009/2010, the allowance was paid as a complement (which was added to the other income of the person so that the total income was equal to the AER).

The AER does not exist anymore since 1 January 2011 (only the persons who already benefited from the allowance at that date can continue to receive it).

The AER is replaced (since 1 July 2011) by the ATS (Transitional solidarity allowance).

Financing/Support:

Solidarity funds, funded through the State budget (60%) and the solidarity contributions of state employees (40%).

Eligibility:

To be eligible, 4 conditions need to be fulfilled:

- to be <60
- to be jobseekers (or exempted from jobsearch)
- the resources of the household cannot exceed a certain level (in 2010: 1,569.12 EUR for a single person and 2,255.61 EUR for a couple; respectively 1,592.12 EUR and 2,289.42 EUR in 2011).
- to have made at least 160 (up to year 2009) quarterly contributions to the old-age pension insurance.

Legal basis:

Finance law for 2002.

Decrees n°2002-461 and 2002-462 of 5.04.2002.

Labour Code, art.L.351-10 and art.R.351-15.

Decree n°2009-608 of 29.05.2009.

Decree n°2010-458 of 6.05.2010.

Decree n°2011-1421 of 2.11.2011.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (Older)

Treatment of unemployment spells: Not relevant

Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Variable		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	2003	<i>Year Ended:</i> Ongoing

Identification

Country France 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 89 Temporary delay allowance (ATA)

Type of action: 8.1.2 - Unemployment assistance

Description

Aim:

To provide a replacement income to some categories of unemployed who have no work references.

Beneficiaries:

Jobseekers (registered or not) without work references and waiting for an integration plan.

Action/Instrument:

The ATA allowance replaces the Integration allowance (AI - FR-2) since November 2006. It has 2 strands:

ATA1 - asylum seekers, stateless people and other foreign citizens;

ATA2 - ex-prisoners and expatriate workers.

It is means-tested. Its duration depends on the category of the beneficiaries. For asylum seekers, the ATA is paid until a decision is taken concerning the asylum demand. For the other beneficiaries, the ATA is paid for a maximum of 12 months.

The amount of the allowance (according to the Decree n°2009-1703 of 30.12.2009) is 10.83 EUR/day (i.e. 325 EUR/month) in 2011.

Financing/Support:

Budget of the central government.

Eligibility:

Asylum seekers, stateless persons, foreign citizens with international protection, ex-prisoners, expatriate workers not covered by the unemployment insurance and registered as jobseekers.

Legal basis:

Law n°2005-1719.

Decree n°2006-1380 of 13.11.2006.

Financing bill for 2009, article 159.

Decree n°2009-289 of 13.03.2009.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (Public priorities and Other)
Other registered jobseekers (Public priorities and Other)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2006 *Year Ended:* Ongoing

Identification

Country France 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 137 Rights to old age insurance for unemployed not receiving benefits

Type of action: 8.1.2 - Unemployment assistance

Description

Aim:

The Fonds de solidarité vieillesse (FSV) is a public institution aiming at financing old age insurance for people with low pensions.

The allowances paid by FSV are not based on contributions, they are based on national solidarity.

Beneficiaries:

Registered jobseekers not receiving benefits.

Action/Instrument:

The FSV finances contributions in the event of unemployment or for periods of work stoppage (sickness, maternity, industrial accident, occupational disease and disability).

Financing/Support:

The Solidarity Fund is financed by the General Social Contribution (CSG) and a fraction of the Social Solidarity Contribution of companies.

Eligibility:

Registered jobseekers not receiving benefits.

Legal basis:

Law of 22 July 1993.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reduced social contributions)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Not specified

Responsible institution(s): Social security funds

Area of application: National

Implementation: *Year started:* 1993 *Year Ended:* Ongoing

Identification

Country France 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 4 Partial unemployment

Type of action: 8.2 - Partial unemployment benefits

Description

Aim:

To avoid redundancies and/or large reductions in the wages of employees.

Beneficiaries:

Employees whose job is at risk due to economic, technical or climatic reasons.

Action/Instrument:

This scheme allows a company experiencing reduced activity due to economic, technical or climatic reasons, to temporarily reduce the working hours of part/all of its manpower, or even to temporarily suspend the activity of the company.

During this period, the employer pays employees subject to partial unemployment 60% of their normal gross hourly wage, subject to a minimum hourly rate (6.84 EUR). The employer is then (partially) reimbursed at a flat hourly rate by the State (4.84 EUR/hour for enterprises with maximum 250 employees, 4.33 EUR/hour for the others).

The maximum annual contingency was gradually increased to 1,000 hours per employee in all sectors of activity in 2009. In cases of temporary closure of the company, the maximum duration of the allowance is 6 weeks.

When there is a high risk of job losses, the State can increase its financial contribution through an agreement with the National Employment Fund (FNE - Fonds national de l'emploi).

Since May 2009, the State and the social partners have adopted a scheme which allows a better compensation for workers on partial unemployment: the partial activity of long duration (APLD). The APLD agreement guarantees the payment of a compensation at least equal to 75% of the hourly gross wage. In addition to the reimbursement of the specific allowance by the State, the employer receives an additional reimbursement of 1.90 EUR/hour paid by the State - up to 50 hours per worker -, and 3.90 EUR/hour paid by the Unedic - above the 50th hour.

Financing/Support:

Central government budget. Since 2009, contribution of UNEDIC.

Eligibility:

Any enterprise (whatever their size and sector) can use the partial unemployment scheme.

All employees can benefit from the partial unemployment allowance (whatever their seniority, the nature of their contract and their working time).

There are however cases where people can be excluded in case of reduced activity (though not in case of temporary suspension of activity): workers paid under an annual lump-sum basis expressed in hours or days, executive officers, childminders, salesman and workers from household employers.

Legal basis:

Art. L.351-25 and R.351-50 to 53 of the Labour Code. National inter-industry agreement of 21.02.1968, amended by the agreement of 2.03.1979.

Decrees n°2001-555 and 2001-557 of 28.06.2001. Art. L.5122 and R.5122 of the Labour Code.

Decree n°2008-1436 of 22.12.2008. Decree of 30.12.2008. Decree n°2009-110 of 29.01.2009. Decree n°2009-324 of 25.03.2009. Decree of 29.04.2009.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Employed (All)

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 1000 <1 day

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 1951 *Year Ended:* Ongoing

Identification

Country France 2017 Category 9 - Early retirement
Intervention n°/name 6 FNE special redundancy allowance
Type of action: 9.2.1 - Full

Description

Aim:

To provide an alternative to redundancy for older workers, within the scope of social plans.

Beneficiaries:

Employees aged 57 or over (56 by derogation) who cannot benefit from retraining measures and who have been made redundant for economic reasons.

Action/Instrument:

Within the scope of a social plan, a company can conclude a special redundancy agreement with the State, which allows the older employees to take early retirement from the labour market and to receive a special allowance until they are able to receive the full-time pension.

Employees must voluntarily stick to the agreement and fulfil the eligibility criteria.

They receive an allowance equivalent to 65% of the previous salary up to the threshold for social security contributions, plus 50% of the previous salary between 1 and 2 times this threshold.

The use of this intervention is however limited since 2003.

It can only be applied in cases of redundancies for economic reasons by SMEs, enterprises in great difficulty or for employees who can hardly find an employment elsewhere. The contribution of the enterprises is also increased.

In 2011, this intervention is coming to an end (no new agreement can be signed, but the previous agreements remain valid).

Financing/Support:

Central government budget, including contributions of the companies concerned paid to the State (13.5% or 16.5%).
UNEDIC.

Eligibility:

Employees aged at least 57 (56 by derogation), having been employed for at least 1 year in the current company, with a record of 10 years of social security contributions as an employee, and having been made redundant for economic reasons within the scope of a social plan.

Legal basis:

Art. L.322-4 and R.322-7 of the Labour code (Code du Travail).
Decree of 30.04.1997.
Law n°2003-775 of 21.08.2003.
Circular DGEFP n°2006-38 of 13.12.2006.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)
Target groups: Employed (Older)
Treatment of unemployment spells: Not relevant
Receipt of benefits: Cash benefits (Source: Current intervention)
Planned duration: Typical: 4 Years, Maximum: 8 Years
Responsible institution(s): Central government
Area of application: National

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Implementation:

Year started: 1980

Year Ended: Ongoing

Identification

Country France 2017 Category 9 - Early retirement

Intervention n°/name 62 Early retirement for special groups of employees (CATS)

Type of action: 9.2.1 - Full

Description

Aim:

To enable certain workers who have carried out particularly difficult/dangerous tasks to retire before the legal age, as soon as they reach 40 years of contribution.

Beneficiaries:

Some categories of older employees.

Action/Instrument:

This measure was implemented in 2000 in order to restrict early retirement to employees whose career was marked by difficult working conditions and a lack of lifelong learning. As this falls within the scope of sectoral agreements, it requires companies to commit to forward-planning in relation to skills and to make an increased contribution to the financing of the scheme.

The employment contract of the beneficiaries is suspended.

They receive a replacement income which is financed by the employer and the State.

The participation of the State varies between 20-50% depending on the age at which the employee started the programme.

The State also covers the contributions for the complementary pension.

Since 2005, no new national agreement can be made. But the enterprises can keep on concluding agreements in the context of the existing national agreements.

Financing/Support:

Central government budget.

Eligibility:

Employees aged 57 or more willing to retire.

The activity sector of their employers must have signed an agreement with the government.

Legal basis:

Art. R.322-7-2 of the Labour Code.

Decree n°2000-105 of 9.02.2000.

Decree n°2005-58 of 27.01.2005.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Employed (Older)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Variable

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2001 *Year Ended:* Ongoing

Identification

Country	France	2017	Category	Mixed
Intervention n°/name	117	Career Security Agreement (CSP)		
Type of action:	1.1.2 - Individual case-management 2 - Training 8.1.1 - Unemployment insurance			

Description

Aim:

To organise the return to employment for workers made redundant.

Beneficiaries:

Workers made redundant for economic reasons by enterprises of <1,000 employees or by enterprises in receivership or judicial liquidation (whatever their size).

Action/Instrument:

The professional secure pathway can include:

- a preliminary assessment to define a professional project;
- guidance services: in-depth assessment skills, social support measures, jobsearch workshops, actions to validate previous experience;
- training;
- work placement periods in enterprises.

During the duration of the contract (and outside paid activity periods) the beneficiary receives a professional secure allowance called ASP (Allocation de sécurisation professionnelle) which corresponds to 75% of average gross wage received in the 12 months prior the signature of the CSP contract (80% before the 1st February 2015).

Those with less than 1 year of seniority receive the ARE (if they are eligible).

If the participant finds (before the end of the measure) a job which is paid less than the wage received at the time of the redundancy, he/she can receive an "indemnité différentielle de reclassement" compensating the loss of income for 12 months.

If the participant finds a durable job before the end of the 10th month of the measure, he can receive 50% of his residual rights to the ASP.

Financing/Support:

- Employer: préavis that the worker would have received if he/she did not accept the CSP + participation to the guidance services costs (hours gained according to the individual right for training).
- Unemployment insurance: participation to the guidance services costs + participation to ASP up to the ARE amount that the beneficiary would have received if he/she did not accept the CSP + half of the extra cost of ASP compared to ARE.
- State: participation to the guidance services costs + half of the extra cost of ASP compared to ARE.

Eligibility:

Workers made redundant for economic reasons by enterprises of <1,000 employees or by enterprises in receivership or judicial liquidation (whatever their size):

- have a seniority of at least 1 year
- have contributed the necessary period to be eligible to ARE UB (FR-1)
- physically fit for employment.

Legal basis:

National interprofessionnal agreement of 08.12.2014. Agreement of 26.01.2015.

National interprofessionnal agreement of 31.05.2011. Agreement of 19.07.2011.

Law n°2011-893 of 28.07.2011.

Recent changes:

Supplementary information

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Lump-sum payments, Reduced social contributions), Transfers to service providers

Target groups: Employed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2011 *Year Ended:* Ongoing

Identification

Country France 2017 Category Mixed

Intervention n°/name 130 Youth Guarantee

Type of action: 1.1.2 - Individual case-management
8.1.2 - Unemployment assistance

Description

Aim:

This scheme aims to help young people in very precarious situations to become self-sufficient by organising a comprehensive social and professional support programme to and in employment or training.

Beneficiaries:

Young people aged 18-25 year old.

Action/Instrument:

The Youth Guarantee includes:

- an individual and collective guidance by the local centres (which gives access to a variety of vocational and professional experiences in order to construct or strengthen a professional project);
- a guarantee of resources equivalent to the active solidarity income.

Financing/Support:

The young person receives monthly assistance equivalent to the amount of the RSA for a single person (480.02 euros per month).

Eligibility:

Young people aged 18-25 who do not live with their parents (or live with their parents but without receiving any financial help from them), who are neither students nor in training or employment and whose financial resources do not exceed a certain amount.

Legal basis:

Decree No. 2013-880 of 1 October 2013.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments), Transfers to service providers

Target groups: Registered unemployed (Youth)
Not registered (Youth)
Employed

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Central government, Local government

Area of application: National

Implementation: *Year started:* 2013 *Year Ended:* Ongoing

D - Reference data

R Reference data

90 **Jobsearch not required (DRE)**

Jobseekers aged 60 and over: all unemployment benefits recipients as well as persons receiving the AER (FR-72).

68 **Registered jobseekers**

Category A: unemployed.

Category B: in short reduced activity (78 hours at most).

Category C: in long reduced activity (more than 78 hours).

69 **Registered unemployed (excluding persons with reduced activity)**

75 **Unemployed who worked occasionally or in reduced activity**

116 **Individual Action Plan (IAP)**

Jobseekers registered at Pôle emploi who are oriented towards a specific path after the first interview with Pôle Emploi.

Abbreviations

Abbreviation, Description