

Practical INSTRUCTIONS

#SOCIAL

APRIL 7, 2021

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EMPLOYMENT INCENTIVES

A decree of March 31, 2021 extends the exceptional employment incentives.

AID FOR WORK/STUDY TRAINING COURSE IN COMPANIES WITH LESS THAN 250 EMPLOYEES

A decree of March 31, 2021 extends the exceptional employment incentive for work/study training course or professional training contracts **until December 31, 2021**.

The benefit of the incentive is subject to the submission of the contract to the Opcv by the employer.

AMOUNT OF AID

The amount varies according to the age of the apprentice or the employee on a professional training contract:

- € 5000 if under 18 years of age;
- € 8000 if aged 18 or over.

Please note

If the apprentice or employee on a professional training contract reaches the age of 18 during the award period, the award is increased to €8000 on the first day of the month following their birthday.

CONTRACTS OF APPRENTICESHIP

The flat-rate aid is paid by the State for the first year of the contract.

For contracts concluded between the 1st of March and the 31st of December 2021, the diploma or qualification prepared by the apprentice must be equivalent to at least level 5 (Bac+2) and at most level 7 (Bac+5) of the national framework of professional qualifications (CNCP).

PLEASE NOTE

For contracts concluded between the 1st of March and the 31st of December 2021 for training courses below level 5 (Bac+2), the learning opportunities grant is temporarily adjusted. It is increased to € 5000 if the apprentice is underage and to € 8000 if he or she is of age. This amount of €8,000 applies from the first day of the month following the day on which the apprentice turns 18.

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PROFESSIONAL TRAINING CONTRACTS

The flat-rate aid is paid for the first year of performance of the contract by the State for professional training contracts concluded between the 1st of July 2020 and the 31st of December 2021 with an employee under 30 years of age on the date of conclusion of the contract and aimed at:

- a diploma or a professional qualification equivalent to at most level 7 (Bac+5) of the National framework of professional qualifications (CNCP);
- or a professional qualification certificate (CQP) of the branch or interbranch;
- or an «experimental» professional training contract, provided for by the Avenir professionnel Act of September 5, 2018.

CONDITIONS IN COMPANIES WITH MORE THAN 250 EMPLOYEES

Employers with 250 or more employees must continue to demonstrate that they have a certain **quota of apprentice/alternating work-study** in their company in order to be eligible for the aid.

Due to the extension of this exceptional aid until the end of 2021, the decree of March 31, 2021 stipulates that, for contracts concluded as from April 1, 2021, these companies must undertake to comply with an alternating work-study quota of 5% (or 3% with an increase in the number of alternating work-study students of at least 10%) **by December 31, 2022** (and not by December 31, 2021, as is required of those who have concluded apprenticeship or professional training contracts between July 2020 and March 2021)

INCENTIVES FOR EMPLOIS FRANCS

All companies and associations mentioned in Article L. 5134-66 of the Labour Code may use emplois francs and benefit from aid applicable to permanent and fixed-term contracts of at least 6 months until 31 December 2021.

WHAT IS THE AMOUNT OF THE AID?

For a full time:

- **€ 15000 over a 3-years period** for a permanent contract (€ 5000 euros per year);
- **€ 5000 euros over a 2-years period** for a fixed-term contract of at least 6 months (€ 2500 per year).

These amounts are in proportion to the working time and the duration of the contract.

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CONDITIONS TO BENEFIT FROM THE AID:

The logic behind emplois francs is linked to the person hired. It is therefore the person's address that counts, not the address of your company.

- 1. Hire a jobseeker** registered at the job centre Pôle emploi in category 1, 2, 3, 6, 7 or 8, a member of a professional security contract (CSP) or a young person monitored by a local mission, who lives in a priority urban policy district;
- 2. Hire this person on a permanent or fixed-term contract of at least 6 months;**
- 3. Not to hire a person who has been working in the company during the 6 months** prior to the date of hiring;
- 4. Not to have made any redundancies for economic reasons in the 6 months prior to recruitment for the position to be filled.**
- 5. Not to benefit from any other State aid** for integration, access or return to employment paid in respect of the employee recruited on employ franc. By way of derogation, the combination of employ franc aid is authorised with other financial aid that can be mobilised in the context of recruitment under a professional training contract whose duration is at least equal to six months, with the exception of exceptional aid for the recruitment of a young person under a professional training contract.

If these conditions are met, you can hire a person on emplois francs:

- regardless of age;
- regardless of their level of qualification;
- regardless of their working time at the time of hiring;
- regardless of their remuneration at the time of hiring.

PLEASE NOTE

The application for aid must be made within a maximum of 3 months of the date of execution of the contract.

EMPLOYMENT INCENTIVES FOR HIRING YOUNG PEOPLE UNDER 26 YEARS OF AGE

A decree of March 31, 2021 extends by two additional months the exceptional aid for hiring young people under 26 years of age - provided that their salary does not exceed 1.6 minimum wage - and the increased aid available to companies hiring young people of the same age on employ franc.

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This aid, amounting to a maximum of **€4000 per employee** (€1000 per quarter, in proportion to the duration of the contract and working hours), is paid when the following conditions are met:

- **Until March 31, 2021:** Hiring of an employee under 26 years of age whose remuneration as provided for in the employment contract is less than or equal to 2 times the hourly amount of the minimum wage.
From April 1, 2021: Hiring of an employee under 26 years of age whose remuneration as provided for in the employment contract is less than or equal to 1.6 minimum wage ;
- The employee is hired on a permanent contract or a fixed-term contract of at least 3 months;
- The date of conclusion of the contract is between August 1, 2020 and May 31;
- The employer is up to date with his reporting and payment obligations towards the tax authorities and the bodies responsible for collecting social security or unemployment insurance contributions, or has signed up to and complied with a payment plan for outstanding contributions;
- The employer has not, since 1 January 2020, made any redundancies for economic reasons in the position concerned by the aid;
- The employee must not have been a member of the employer's workforce from August 1, 2020 under a contract that did not qualify for the aid;
- The employee is kept on the employer's payroll for at least 3 months from the first day of performance of the contract.

PLEASE NOTE

The application for aid must be sent to the Agence de services et de paiement (ASP) within a maximum of 4 months following the date on which the contract begins to be executed.

INCREASED AID FOR THE RECRUITMENT OF YOUNG PEOPLE UNDER THE AGE OF 26 IN EMPLOIS FRANCS

In the event of the recruitment of a young person under the age of 26 living in a priority area, the amount of aid is increased for contracts concluded until May 31, 2021 inclusive:

- For a full-time permanent recruitment, this aid is, without change, increased to **€ 7000 the first year (then € 5000 for the 2 following years, up to a limit of 3 years).**
- For a full-time fixed-term of at least 6 months recruitment, the aid is, also without change, increased to **€ 5500 in the first year (then € 2500 the following year).**

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EMPLOYMENT INCENTIVES FOR HIRING DISABLED WORKERS

Aid is granted for the recruitment of people who are recognised as disabled workers (RQTH), on permanent or fixed-term contracts of at least 3 months, for remuneration less than or equal to twice the minimum hourly growth wage.

The aid amounts to a maximum of **€4000** per employee and is paid to the employer on a three monthly basis over one year by the agence de services et payments on behalf of the State.

This aid applies to recruitments made by a company or association between September 1, 2020 and June 30, 2021.

Private sector employers subject to the obligation to employ disabled workers (OETH) can also benefit from financial aid granted in the event of the adaptation of the workstation of the person recruited, and after the employer has made a request to Agefiph. The application file must prove the importance of the additional costs (recognition of the seriousness of the disability).