



Labour market policy

Qualitative report

France 2001



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A - Introduction

A - Introduction

The first publication of the **Qualitative Reports** of the **Labour Market Policy (LMP) database** is issued in 16 volumes, one for each country participating in the LMP data collection¹. The reports present qualitative information extracted from the database to describe, in total, 550 labour market policy measures included in the Eurostat database for the year 2001. The reports constitute a fundamental component of the Eurostat Labour Market Policy (LMP) database allowing the user to understand what lies behind the figures on expenditure and participants collected in the database. The qualitative reports give a succinct description of each of the labour market policy measures and should be considered as complementary information to the publication *Labour Market Policy - Expenditure and Participants - Data 2001*².

The reports all have the same structure: Part A presents the Introduction, Part B includes the Inventory of measures - i.e. the list of all measures grouped by category, and Part C presents the main details of each measure in three sections: Identification, Description, and Supplementary information. The *Description* contains seven sub-sections: Aim, Beneficiaries, Action/Instrument, Financing/Support, Eligibility, Legal basis, and Recent changes. The *Supplementary Information* contains nine sub-sections covering the target groups, the conditions for participation and other characteristics of the measure. Together, these items summarise the qualitative information collected through the LMP questionnaire³.

The measure descriptions in the LMP database are up-dated every year with the contribution of the LMP delegates in each country and should be published by Eurostat every 2 years. They are also available as a chapter of the Basic Information Reports (BIRs) produced by the European Employment Observatory⁴.

¹ The reports are issued primarily in English but French and German versions are also available on request. Eurostat makes every effort to ensure that measure descriptions entered in one language are updated in the other two languages but the alignment of translations cannot be guaranteed. Bearing this in mind, the preferred language for each country report is considered to be English for all countries except Belgium, France and Luxembourg (French); Germany and Austria (German).

² European Social Statistics - *Labour market Policy - Expenditure and Participants - Data 2001*. Eurostat Theme 3 - Population and Social conditions - 2003 Edition.

³ *Labour Market Policy Database - Methodology* - April 2000. Eurostat Working Papers.

⁴ The BIRs are produced on behalf of the European Employment Strategy Unit (General Directorate of Employment and Social Affairs) and can be accessed via <http://www.eu-employment-observatory.net/en/publications/bir>.

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Number of measures: 55 (including 1 mixed measure(s) with a total of 3 components)

C - Qualitative information by measure

Identification:

Country: France **Year:** 2001 **Category** 0 - General PES
Measure n°/name: 42 **National employment agency (ANPE)**
Type of action: 0 General PES

Description:
Aim:

To provide general services for jobseekers during their search for employment.

Beneficiaries:

Jobseekers

Action/Instrument:

The national employment agency (ANPE - l'agence nationale pour l'emploi) is one of the principal components of the public employment service and is responsible for the placement of jobseekers. Answerable to the state, which provides almost all of its resources, it is managed by a tripartite board of directors made up of equal numbers of representatives of the state, employers' organisations and trade-union organisations.

ANPE is mainly responsible for the canvassing of job offers from employers and the matching of jobseekers with employers.

Its mission in relation to jobseekers is:

- to advise of job vacancies,
- to help to make the jobsearch successful,
- to help to build or develop a plan for entry or return to employment.

The administrative registration of jobseekers is no longer undertaken by ANPE. This task was transferred to UNEDIC during 1998.

Financing/support:

Central government budget (operational subsidy provided by the Ministry of employment)

Eligibility:

All jobseekers, registered or not, immediately available or not.

Legal basis:

Ordinance of 13 July 1967, Ordinance of 20 December 1986, Decree of 21 June 1987.

Recent changes:

Launching of the Back-to-work support plans (PARE) in the second half of 2001, as part of the implementation of the new unemployment insurance scheme.

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> Yes	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government, Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> 1967 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 0 - General PES
Measure n°/name: 43 **Managerial employment agency (APEC)**
Type of action: 0 General PES

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. It also acts in partnership with the national employment agency (ANPE - l'agence nationale pour l'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 November 1966 extended by decrees in 1974 and 1976, and made compulsory by decree (OJ of August 3, 1990).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> n.a.	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not 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 **Year:** 2001 **Category** 0 - General PES
Measure n°/name: 44 **Local centres, permanent reception, information and advisory services (PAIO)**
Type of action: 0 General PES

Description:
Aim:

Support the vocational and social integration of young people

Beneficiaries:

Young people with difficulties in vocational and social integration

Action/Instrument:

The local missions and 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.

The 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 (ANPE - l'agence nationale pour l'emploi) and work in coordination with the Ministry of Education as well as those of Youth and Sport.

In 2001 the organisation was made up of 376 local missions and 200 reception offices for information and guidance.

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 March 1982

Recent changes:

Since July 2001, there has been an agreement with the ANPE to jointly manage the Personalised Action Programme (PAP) implemented under the Back-to-Work Assistance Plan (PARE).

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i>	n.a.	Other cash benefits:	None
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 18 Months
Responsible institution(s):	State/regional government, Local government		Area of Application:	National
Implementation:	<i>Year started:</i>	1982		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 45 **Retraining units**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To encourage companies to actively engage in the retraining of employees that they have laid off.

Beneficiaries:

Employees laid off for economic reasons or at risk of being so.

Action/Instrument:

In case of lay-offs in one or more companies of less than 2000 employees, a retraining unit can be set-up to provide reception, appraisal, guidance and advice for the employees laid off (or about to be).

The State contributes up to 50% of the operating costs of the unit, up to a fixed amount per employee (1,067.14€). The aid lasts for a maximum of 12 months. The unit has a lifespan of 4 to 12 months and a specified scope of activity (1 or more companies). For participants who are also in a retraining agreement (F-19), the actions of the retraining unit are carried out in collaboration with the retraining technical unit of the national employment agency (ANPE - l'agence nationale pour l'emploi).

Financing/support:

Central government budget (National fund for employment)

Eligibility:

Employees about to be made redundant or recently laid off by a company having signed an agreement with the State.

Legal basis:

Articles R322-1 of the Labour Code; Decree of 11 September 1989; Decree of 1 April 1992.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> n.a.	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 12 Months
Responsible institution(s):	Central government, Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> 1989 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 53 **Personalised services of ANPE**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To help jobseekers in their search for employment through personalised support.

Beneficiaries:

Jobseekers registered with the national employment agency (ANPE - l'agence nationale pour l'emploi)

Action/Instrument:

Personalised follow-up for jobseekers registered with ANPE includes the following services:

- personalised support (for an average of 3 months),
- group sessions for job search (lasting an average of 80 hours spread over 3 to 6 weeks),
- jobseekers club (lasting a maximum of 6 months)
- course of intensive guidance (50-200 hours)
- from diploma to employment (theoretical part of 7-10 days, followed by 3 to 6 weeks in a company).

Financing/support:

Central government budget

Eligibility:

Jobseekers registered with the national employment agency (ANPE - l'agence nationale pour l'emploi)

Legal basis:
Recent changes:

The services are provided particularly through the personalised action programmes (PAPs) defined in the new agreement on unemployment insurance which entered into force on 1 July 2001.

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> 3 Months <i>Maximum:</i> 6 Months
Responsible institution(s):	Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 54 **Job search workshops (ANPE)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To help jobseekers in their job search.

Beneficiaries:

Jobseekers registered with the national employment agency (ANPE - l'agence nationale pour l'emploi)

Action/Instrument:

Jobsearch workshops provide "à la carte" services offering jobseekers a rapid response in order to help them:

- to initiate and maintain a proactive search for employment,
- to put together and develop a career plan,
- to independently take active steps to follow the methods proposed.

Financing/support:

Central government budget

Eligibility:

Jobseekers registered with the national employment agency (ANPE - l'agence nationale pour l'emploi)

Legal basis:
Recent changes:

The services are provided particularly through the personalised action programmes (PAPs) defined in the new agreement on unemployment insurance which entered into force on 1 July 2001.

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> 1 Days <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 55 **Appraisal services of ANPE**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

Appraisal of professional skills and capabilities in order to facilitate the resumption of employment.

Beneficiaries:

Jobseekers registered with the national employment agency (ANPE - l'agence nationale pour l'emploi)

Action/Instrument:

Services offered to evaluate the professional skills and capabilities of jobseekers, in order to help them present themselves for particular job offers, to gauge their professional competence against the type of job being sought, and to develop a career plan.

- appraisal of the level of professional skills (average of 1 day),
- appraisal of the level of professional capabilities,
- appraisal in a work environment (1 to 10 days).

Financing/support:

Central government budget

Eligibility:

Jobseekers registered with the national employment agency (ANPE - l'agence nationale pour l'emploi)

Legal basis:
Recent changes:

The services are provided particularly through the personalised action programmes (PAPs) defined in the new agreement on unemployment insurance which entered into force on 1 July 2001.

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 56 **Support services of ANPE**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To help jobseekers find employment through the provision of advice and guidance.

Beneficiaries:

Jobseekers registered with the national employment agency (ANPE - l'agence nationale pour l'emploi)

Action/Instrument:

Jobseekers can benefit from the following support services:

- seminar to raise awareness about the issues involved in starting a company (2 days),
- appraisal of skills (16 to 30 hours),
- careers guidance seminars (12 to 16 half-days),
- seminars on job-search techniques (2 days),
- identification of personal potential (1 to 2 days),
- marketing approach to job-search (5 to 8 days in 3 spells over a 5 week period).

Financing/support:

Central government budget

Eligibility:

Jobseekers registered with the national employment agency (ANPE - l'agence nationale pour l'emploi)

Legal basis:
Recent changes:

The services are provided particularly through the personalised action programmes (PAPs) defined in the new agreement on unemployment insurance which entered into force on 1 July 2001.

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	Other cash benefits:	None
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 57 **Guidance and monitoring services of AFPA**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To guide jobseekers towards relevant training and to support trainees in the transition to employment.

Beneficiaries:

Jobseekers and trainees

Action/Instrument:

The association for the vocational training of adults (AFPA - Association pour la formation professionnelle des adultes) offers the following services to jobseekers before, during and after a training course:

- diagnosis of needs: to formalise the needs of the person seeking training and to consolidate his/her application.
- assistance with the orientation and implementation of the plan: to formalise with the jobseeker a training plan, to develop an action plan aimed at training within or outside AFPA.
- follow-up and support of persons undergoing training (measure F-10): to support persons in training and ensure a successful outcome, to adapt the training course in response to changing needs.
- support towards/in employment: to engage the recipient in job search, to promote access to employment through support for up to 6 months after the end of the training.

Financing/support:

Central government budget and European Social Fund

Eligibility:

Jobseekers

Legal basis:
Recent changes:

Progress contract concluded with the State (1999-2003). Development of coordination with ANPE.

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	n.a.	Other cash benefits:	None
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Public employment services		Area of Application:	National
Implementation:	<i>Year started:</i>	Not available		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 1 - Intensive counselling and job-search assistance
Measure n°/name: 58 **Pathway to jobs (TRACE)**
Type of action: 1 Intensive counselling and job-search assistance

Description:
Aim:

To help the vocational integration of young people furthest from employment through a comprehensive integration course and tailored support.

Beneficiaries:

Young people in difficult situations

Action/Instrument:

After identifying the difficulties being encountered, the "Pathway to jobs" programme (TRACE - Trajets d'accès à l'emploi) offers a complete course of integration as part of an ongoing personalised support that can continue for up to 18 months: including appraisals, guidance, encouragement, placement in a working situation for training or employment, and vocational training courses.

For the periods during which they are not in training or work, the young people receive social security benefit and, if necessary, specific financial aid (departmental or local funds to assist young people).

The providers are local centres and PAIO (measure F-44), ANPE (l'agence nationale pour l'emploi - measure F-42), and other external bodies that have signed an agreement with the region (vocational training organisations, working-youth clubs, etc.). The external operators are paid a flat-rate annual amount for each young person (1,829.40 €).

A member of the responsible staff in these organisations is not allowed to follow more than 30 young people at once.

Financing/support:

Central government budget and European Social Fund

Eligibility:

Young people under 26, registered or not with ANPE, in a situation of recurring difficulty, especially young people with low levels of qualification and/or coming from areas subject to urban planning or rural regeneration.

Legal basis:

Law n°98-657 of 29 July 1998 relating to the fight against exclusion.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i>	No	Other cash benefits:	None
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 18 Months
Responsible institution(s):	Central government, Public employment services		Area of Application:	National
Implementation:	<i>Year started:</i>	1998		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure n°/name: 17 **Training allowance - unemployment insurance system (AFR)**
Type of action: 2 Training

Description:
Aim:

To provide financial support for unemployed persons on benefit who go on a training or retraining course.

Beneficiaries:

Unemployed persons on benefit

Action/Instrument:

The training/retraining allowance (allocation formation-reclassement - AFR) is one of the two options for remuneration of trainees. It is effectively an activation of the unemployment benefit (AUD, measure F-1), which is transformed on starting the training course. The amount paid is the same as the unemployment allowance received previously. The duration of the payment depends on the history of contributions to the unemployment insurance system (UNEDIC). The degressive coefficient normally applicable to AUD is not applied to AFR during the training course but if, after the end of the course, the recipient is still seeking work and has not exhausted the number of days to which he is entitled, he will receive AUD at a rate which takes into account the period during which he received AFR.

Financing/support:

Central government budget (41%) and UNEDIC (59%)

Eligibility:

Unemployed persons on benefit (insurance system) having been through a process of appraisal and guidance and deciding, within the first 6 months of being on benefit, to go on a training course.

Legal basis:

Article L.961-1 of the Labour Code (Code du Travail),
 Agreement of 30 December 1987,
 State/UNEDIC convention of 26 June 1990, Convention of 1st January 1997 on unemployment insurance.

Recent changes:

AFR has been replaced by AREF (F-63) within the new unemployment insurance scheme, which came into force on 1 July 2001.

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments, Reimbursements)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 12 Months
Responsible institution(s):	Central government, Social security funds	Area of Application:	National
Implementation:	<i>Year started:</i> 1988 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure 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 second option for the remuneration of trainees alongside the AFR (Allocation de formation reclassement - measure F-17). Beneficiaries receive a training allowance that is dependent upon their age and situation (priority group, RMI recipient, etc.) or equivalent to the AFR.

Financing/support:

Central government budget

Eligibility:

Jobseekers who are ineligible for the Training allowance - unemployment insurance system (AFR, F-18) or for the Back-to-work support - training allowance (AREF, F-63) and who are registered in a training course agreed by the State.

Legal basis:

Book IX of the Labour Code (Code du Travail). Decree n°93-994 of 4 August 1993.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments, Reimbursements)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure n°/name: 63 **Back-to-work support - training allowance (AREF)**
Type of action: 2 Training

Description:
Aim:

To provide financial support for 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 (ARE) - the benefit of the unemployment insurance scheme - who undertake training recommended by 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 €17.11/day. In terms of their rights to the ARE, individuals undergoing training are eligible for an end-of-training allowance paid for by the State or any public authority.

Financing/support:

Unemployment insurance scheme.

Eligibility:

Jobseekers receiving benefit from the unemployment insurance scheme and starting training recommended by the ANPE.

Legal basis:

Article 1-III of Law No 2001-624 of 17 July 2001 laying down various social measures. Article 14 of the UNEDIC agreement of 1 January 2001 on back-to-work allowances and unemployment benefits.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> n.a.	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Social security funds	Area of Application:	National
Implementation:	<i>Year started:</i> 2001 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure n°/name: 10 **Courses offered by the Association for Adult Vocational Training (AFPA)**
Type of action: 2.1 Institutional training

Description:
Aim:

To train jobseekers

Beneficiaries:

Jobseekers

Action/Instrument:

The association for adult vocational training (AFPA - Association pour la Formation Professionnelle des Adultes) is the training section of the public employment service in France. It provides an important careers guidance/advisory service for jobseekers as well as developing the educational content of training modules. The training courses can be pre-integration, pre-qualification or actual vocational training (with qualification).

The expenditure included here refers to subventions provided by the Ministry of labour to cover operating costs in respect of training courses to service the public need, together with the remuneration of trainees participating in AFPA course.

The services of guidance, support and follow-up provided by AFPA are covered separately in measure F-57.

Financing/support:

Central government budget (Ministry of labour)

Eligibility:

Jobseekers referred by the public employment service.

Legal basis:

Labour Code (Code du travail), book IX.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1950 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure 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, illiterates and refugees/asylum seekers

Action/Instrument:

The IRILL programme (integration, reintegration and fight against illiteracy) combines a number of training actions for 3 groups with particular difficulties with labour market and social integration. These actions remain the responsibility of the state (i.e. not decentralised).

Some of the trainees may receive a training allowance (public system, measure F-17 or F-18) or integration allowance (see measure F-2).

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 in detention
- People who are illiterate
- Statutory refugees (i.e. persons recognised by the Office for protection of refugees and asylum seekers).

Legal basis:

Circular IRILL DFP/DE n°97/1 of 6 January 1997.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Inactive		Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	No	Other cash benefits:	Unemployment benefit, Other LMP benefit
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	1972		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure n°/name: 13 **Adult training courses organised by the regions**
Type of action: 2.1 Institutional training

Description:
Aim:

To promote labour market integration through the provision of training.

Beneficiaries:

Adult jobseekers (aged over 25)

Action/Instrument:

The training courses are organised by the regions, which assumed competence for vocational training as a result of the law on decentralisation in 1983.

The remuneration of some of the trainees is covered by the state and by UNEDIC (see measure F-17). Others may be paid by the regions.

Financing/support:

Central government budget (decentralisation grant paid by the state to the regions) and regional government budget.

Eligibility:

Jobseekers aged over 25

Legal basis:

Law on decentralisation of 7 January 1983

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	Other LMP benefit
Type of expenditure:	Transfers to individuals (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government	Area of Application:	National
Implementation:	<i>Year started:</i> 1983 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure n°/name: 14 **Courses for admission to enterprises**
Type of action: 2.1 Institutional training

Description:
Aim:

To provide jobseekers with the professional skills necessary to fulfill the requirements of a job-offer that has been reserved for them.

Beneficiaries:

Jobseekers

Action/Instrument:

Work preparation courses (stage d'accès à l'entreprise - SAE) provide customised training in advance of taking up a job, where an offer of employment has been provisionally agreed. The courses are implemented by ANPE (l'agence nationale pour l'emploi). They normally last between 40 and 500 hours but can be a maximum of 750 hours for long-term unemployed. SAE courses can sometimes be used for an employee moving internally within a company. The position freed is then filled by a jobseeker, either directly, or after a retraining course.

Financing/support:

Central government budget

Eligibility:

Jobseekers who have an offer of employment but who need retraining in order to fulfil the requirements of the position. Employees moving internally within a company (very occasionally).

Legal basis:

Law n°91-1 of 3 January 1991

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Employed at risk, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	Other LMP benefit
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> 300 Hours <i>Maximum:</i> 750 Hours
Responsible institution(s):	Central government, Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> 1991 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure n°/name: 15 **Individual training-for-employment and integration courses (SIFE)**
Type of action: 2.1 Institutional training

Description:
Aim:

Prevention of long-term unemployment by taking into account the individual training needs of jobseekers experiencing difficulties to enter or re-enter employment.

Beneficiaries:

Jobseekers registered with ANPE (l'agence nationale pour l'emploi) for more than 3 months.

Action/Instrument:

These courses offer jobseekers with some experience of work the chance to update or extend their skills. The training is of short duration (1 to 3 months) and is organised as far as possible according to individual training needs. The courses are organised and managed by ANPE.

The individual SIFE was established in 1994; and supersedes vocational retraining courses established in 1989.

Financing/support:

Central government budget

Eligibility:

Jobseekers registered with ANPE for more than 3 months, who experience recurrent spells of unemployment or who find particular difficulties in reintegration due to low levels of qualifications or out-dated specialist skills.

Legal basis:

Law n°93-1313 of 20 December 1993 (article16).

Circular n°93/52 of 1st December 1993.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	Other LMP benefit
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> 150 Hours <i>Maximum:</i> 3 Months
Responsible institution(s):	Central government, Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> 1994 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure n°/name: 16 **Group training-for-employment and integration courses (SIFE)**
Type of action: 2.1 Institutional training

Description:
Aim:

To facilitate the labour market integration of long-term or difficult to place unemployed through customised vocational training.

Beneficiaries:

Long-term unemployed.

Action/Instrument:

These training courses are aimed as much at the reintegration into work as the actual training of long-term unemployed or other groups with special difficulties. Courses last from 40 to 1200 hours. They have been in existence since 1983 and were last reorganized in 1994.

The trainees are remunerated through the AFR (measure F-17) or through the public system (measure F-18).

Some job-search support is offered at the end of the training course and consists in a post-training follow-up during 3 months with regular contacts and interviews between the jobseeker and the referant. These activities are carried out, as far as possible, by the organisation responsible for the training.

Financing/support:

Central government budget and European Social Fund

Eligibility:

Long-term unemployed (registered for 2 years with ANPE - l'agence nationale pour l'emploi), unemployed aged over 50, persons in receipt of social benefits (RMI, ASS), disabled, ex-offenders, lone parents.

Legal basis:

Articles L.322-4-1 of the Labour Code (Code du Travail),
Circular of 1st August 1994.

Recent changes:

The job-search support activities at the end of the course were introduced in 1999.

Supplementary information:

Target groups:	Unemployed (LTU 12 months of Unemployment in the past 18 months. / 12 mois dans les 18 derniers mois.), Registered jobseekers	Detailed target groups:	Older, Disabled, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	Other LMP benefit
Type of expenditure:	Transfers to service providers	Planned duration:	<i>Typical:</i> 490 Hours <i>Maximum:</i> 1200 Hours
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1994 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure n°/name: 64 **Training support (PARE)**
Type of action: 2.1 Institutional training

Description:
Aim:

To speed up the re-entry into the workforce of job seekers receiving benefit through vocational training.

Beneficiaries:

Jobseekers receiving benefit from the unemployment insurance scheme.

Action/Instrument:

The assistance for training provided for under the Back-to-Work Support Plan (PARE) can be allocated to training selected (authorised or through a financial competition) according to the opportunities it opens up on the labour market, or because it is a prerequisite for a job offer referred to by the ANPE. The employer undertakes to conclude an employment contract (at least a 6-month fixed-term contract) with the trainee seeking employment who has reached the necessary level of training. This assistance covers the training fees, registration and administrative fees, transport (up to a maximum of €65/month) and lodging (€600/month) which the unemployed individual may have to pay.

Financing/support:

Unemployment insurance scheme

Eligibility:

Registered job seekers receiving benefit from the unemployment insurance scheme to whom the ANPE has offered a training programme as part of a personalised action programme (PAP).

Legal basis:

Article 1-III of Law No 2001-624 of 17 July 2001 laying down various social measures. The UNEDIC agreement of 1 January 2001 on back-to-work allowances and unemployment benefits. Article 15-1 of the agreement of 13 June 2001 between the government, UNEDIC and the ANPE.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> n.a.	Other cash benefits:	Other LMP benefit
Type of expenditure:	Transfers to individuals (Reimbursements), Transfers to employers (Lump-sum payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Trade unions or similar	Area of Application:	National
Implementation:	<i>Year started:</i> 2001 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure 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 conventions on training or retraining for employees are actions to support continuing vocational training and often form part of social plans to support restructuring. The conventions on training (at least 50 hours) relate to actions away from the production floor (internal or external training) whilst the retraining actions (at least 120 hours) are undertaken on-site and at the work-station. These actions can be implemented alongside reductions in working time designed to maintain jobs at risk (collective reduction in working time, partial unemployment). These conventions, which are limited to one year duration, cover a maximum of 90% of the training costs and the remuneration of the employees.

Financing/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:

FNE : law of 18 December 1963.
 Article. L.322-1 of the Labour Code (Code du Travail)
 Law n°89-549 of 2 August 1989,
 Circular CDE 96/11 of 6 May 1996 on departmental conventions.

Recent changes:

None

Supplementary information:

Target groups:	Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 1200 Hours
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1964 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure n°/name: 9 **Courses for young job-seekers (State + regions)**
Type of action: 2.3 Integrated training

Description:
Aim:

To facilitate the labour market integration of young people through alternance training.

Beneficiaries:

Young people

Action/Instrument:

Alternance training actions include courses that lead to a qualification and preparatory ones. They are offered by the regions as part of the process of decentralisation undertaken progressively since 1994, although the state remained responsible in some regions until 1998-99.

A few of the trainees receive a training allowance cofinanced by the state and UNEDIC - AFR (measure F-17) or AREF (measure F-63) since the second half of 2001. The remainder receive a trainee wage from the region. Some funds are also allocated for the support of the young people during the phase of integration into work. Moreover, the network of local centres and permanent reception, information and advisory services (PAIO - see measure F-44) is responsible for an individualised follow-up of the trainees.

Financing/support:

Central government budget (decentralisation grant paid by the state to the regions), regional government budget, European Social Fund.

Eligibility:

Young people aged under 26 before joining and with few or no qualifications.

Legal basis:

Five-year law n°93-1313 of 20 December 1993, articles 49 and 50.

Decree n°94-153 of 16 February 1994 on the transfer of responsibility for vocational training to the regions.

Recent changes:
Supplementary information:

Target groups:	Unemployed	Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	Other LMP benefit
Type of expenditure:	Transfers to individuals (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	State/regional government	Area of Application:	National
Implementation:	<i>Year started:</i> 1975 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 2 - Training
Measure 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 and 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.

The state covers all social contributions due in respect of the remuneration of an apprentice throughout an apprenticeship contract (typically 2 years). Except for young people having upper secondary level qualifications or above (this restriction has been in place since 1 January 1999), the employer also receives a lump-sum payment comprising a recruitment bonus and a contribution to the training costs.

Financing/support:

Central government budget

Eligibility:

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

Legal basis:

Articles L.115-1, L.116-1, L.117-1 of the Labour Code (Code du Travail);
Law n°96-376 of 6 May 1996.

Recent changes:
Supplementary information:

Target groups:	Unemployed, Inactive	Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Lump-sum payments, Reduced social contributions)	Planned duration:	<i>Typical:</i> 2 Years <i>Maximum:</i> 3 Years
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1977 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 26 **Employment-initiative contract (CIE)**
Type of action: 4.1 Recruitment incentives

Description:
Aim:

Facilitate the integration or reintegration into work of people who are (or at risk of being) excluded from the labour market.

Beneficiaries:

Long term unemployed and other priority groups.

Action/Instrument:

The employment initiative contract (CIE - contrat initiative emploi) is the primary incentive for recruiting long-term unemployed in the market sector. The contract of employment offered can be open-ended or fixed-term (12 to 24 months).

The state aid includes:

- an exemption to employers social contributions for up to 24 months (until retirement for long-term unemployed aged over 50 at the time of recruitment) for the part of the salary up to the level of the minimum wage (SMIC);
- a monthly subsidy, where the amount is variable depending on the situation of the beneficiaries: long-term unemployed (2 to 3 years), persons on social benefits, persons aged over 50, young people with severe problems.

Within the framework of a CIE, training can be organised (100-400 hours) and supported by the state. Guidance for beneficiaries with particular difficulties is also available.

Financing/support:

Central government budget and European Social Fund

Eligibility:

Long-term unemployed (12 months out of the past 18), jobseekers aged over 50, young people under 26 without diploma and not receiving benefits, disabled persons, persons receiving ASS (Allocation spécifique de solidarité) or RMI or widowers allowance, single women with family responsibilities, ex-offenders.

Legal basis:

Articles L.322-4-2 to L.322-4- of the Labour Code (Code du Travail);
 Decree n°95-925 of 19 August 1995;
 Decree n°96-435 of 22 May 1996;
 Decree n°96-702 of 7 August 1996.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU 12 months in the last 18 months / 12 mois dans les 18 derniers mois (tous âges).)	Detailed target groups:	Youth, Older, Disabled, Re-entrants/lone-parents, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments, Reduced social contributions), Transfers to service providers	Planned duration:	<i>Typical:</i> 18 Months <i>Maximum:</i> 24 Months
Responsible institution(s):	Central government, Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> 1995 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 27 **Exemption from social charges for recruitment of a first employee**
Type of action: 4.1 Recruitment incentives

Description:
Aim:

To promote the recruitment of a first employee by self-employed workers, associations or employers organisations.

Beneficiaries:

Jobseekers

Action/Instrument:

When taking on their first employee, employers benefit from an exemption to employers social security charges due on wages up to the level of the minimum wage (SMIC). (The exemption has been linked to the level of SMIC since 1999.)

The contract can be:

- open-ended : in which case the exemption lasts 24 months (applies to more than 95% of cases);
- fixed term (at least 12 months) : in which case the exemption lasts 12 to 18 months maximum.

Financing/support:

Social security funds (forgone revenue for the social security systems).

Eligibility:

Jobseekers, excluding the spouse or partner of the employer, family workers and persons financially responsible.

Legal basis:

Law of 24 June 1996;
Law n°98-1194 of 23 December 1998.

Recent changes:
Supplementary information:

Target groups:	Unemployed		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	No	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to employers (Reduced social contributions)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 24 Months
Responsible institution(s):	Central government, Social security funds		Area of Application:	National
Implementation:	<i>Year started:</i>	1989		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 28 **Exemption from social charges for recruitment of the 1st to 50th employee in ZRR and ZRU areas**
Type of action: 4.1 Recruitment incentives

Description:
Aim:

Promote the recruitment of groups in difficulty by companies working in sensitive areas.

Beneficiaries:

Jobseekers in areas of urban renewal or rural regeneration.

Action/Instrument:

For companies located in selected areas defined by law, exemptions from social contributions are granted in respect of new recruits which increase the manpower up to 50 employees:

- areas of urban renewal (ZRU - zones de redynamisation urbaine),
- areas of rural regeneration (ZRR - zones de revitalisation rurale).

Some of those employed must come from groups resident within these areas (unemployed, young people with particular difficulties in entering work). The contract of employment must be either open-ended or, if fixed-term, of at least 12 months duration.

The exemption lasts for 12 months and applies on the wage up to 1.5 times the minimum wage (SMIC).

Employers in these areas can also benefit from tax exemptions.

Financing/support:

Central government budget

Eligibility:

Jobseekers in areas of urban renewal or rural regeneration.

Legal basis:

Law n°95-116 of 4 February 1995 on national and regional development;

Law of 14 November 1996 (article15).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed	Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Reduced social contributions)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 12 Months
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1997 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure 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 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 or the scope of a restructuring agreement. The state support cannot exceed 75% of the allowance and is subject to a maximum of 228.67€ per month. The part of the allowance not financed by the state - National Employment Fund (Fonds national de l'Emploi - FNE) - is borne by the company responsible for the dismissal. The allowance is paid for a maximum of 2 years. This is a measure 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 within one year of the redundancy and on a salary lower than that from the previous employment.

Legal basis:

Articles L.322-4-1, R.322-1, R.322-6 of the Labour Code (Code du Travail) ;
Decree of 11 September 1989.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments)	Planned duration:	<i>Typical:</i> 2 Years <i>Maximum:</i> 2 Years
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1963 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 65 **Degressive support to employer (PARE)**
Type of action: 4.1.1 Permanent

Description:
Aim:

Encourage employers to hire unemployed persons receiving benefits

Beneficiaries:

Jobseekers with exceptional difficulties integrating who have been registered for more than 12 months and are receiving payments from the unemployment insurance scheme.

Action/Instrument:

Employers who hire job seekers who are receiving benefits (ARE) are paid a degressive allowance for the time remaining in the job seeker's entitlement at the time he or she was hired, up to a maximum of 3 years. For job seekers hired on a permanent basis, the allowance covers 40% of the wages at the time of hiring for the first year, 30% for the second and 20% for the third.

For fixed-term contracts, the allowance covers 40% of the wages at the time of hiring for the first third of the contract's duration, 30% for the second and 20% for the third. The contract must last from 6 to 18 months.

The job seeker is sent to the undertaking by the ANPE in order to fill a vacancy of which it had been informed. The allowance is paid monthly. The employer must be registered with the unemployment insurance scheme, and must not have made any employees redundant for economic reasons within the previous 12 months.

Financing/support:

Unemployment insurance scheme

Eligibility:

Job seekers who have been registered for more than 12 months and who have chosen to participate in a Back-to-Work Assistance Plan (PARE) but for whom it was not possible to find the desired employment as defined in the personalised action plan (PAP). They must be receiving the back-to-work allowance (benefit from the unemployment insurance scheme).

Legal basis:

Article 1-II of Law No 2001-624 of 17 July 2001 laying down various social measures. The UNEDIC agreement of 1 January 2001 on back-to-work allowances and unemployment benefits. Article 43 of the appended regulation. The agreement of 13 June 2001 between the government, UNEDIC and the ANPE.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU), Registered jobseekers	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 3 Years
Responsible institution(s):	Social security funds	Area of Application:	National
Implementation:	<i>Year started:</i> 2001 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 24 **Qualification contracts (alternance training)**
Type of action: 4.1.2 Temporary

Description:
Aim:

To promote the recruitment of young people on alternance training contracts leading to a recognised qualification.

Beneficiaries:

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

Action/Instrument:

A qualification contract is a fixed term contract of employment (6 to 24 months) including training, provided by a training organisation, which must lead to a recognised and certified vocational qualification. The training must account for at least 25% of the total contract period.

The state aid includes:

- exemption from employers social security contributions up to the level of the minimum wage (SMIC) throughout the contract.
- a lump-sum recruitment subsidy in respect of low-qualified youngsters (below upper secondary level, applicable since 15 October 1998).

In addition, there is a mutual insurance fund for companies that allows the employer to be compensated for the costs of training young recruits. This scheme is financed by part of an obligatory contribution for companies towards continuous vocational training (outside the scope of the database).

Starting in 1999, the scheme is open, on a trial basis, to jobseekers aged over 26 who have been registered for at least 12 of the last 18 months, and to other priority groups (see measure F-60).

Financing/support:

Central government budget

Eligibility:

Young people aged under 26 before joining, without any qualifications or with qualifications that do not enable him/her to get a job.

Legal basis:

Articles L.122-1, L.981-1 of the Labour Code (Code du Travail).

Recent changes:
Supplementary information:

Target groups:	Unemployed, Inactive	Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Lump-sum payments, Reduced social contributions)	Planned duration:	<i>Typical:</i> 18 Months <i>Maximum:</i> 24 Months
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1985 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 25 **Orientation contracts (alternance training)**
Type of action: 4.1.2 Temporary

Description:
Aim:

To provide a first experience of working in a company for youngsters encountering particular difficulties in finding employment.

Beneficiaries:

Non graduate young people.

Action/Instrument:

The orientation contract consists of a contract of 3 to 9 months maximum, which allows participants to acquire their first experience of working in a company, either by simply having a job, or as a step in the process of obtaining a qualification. Participants are subject to an appraisal of skills and, if necessary actions to update their level of knowledge, in order to allow them to develop a career plan (in conjunction with ANPE and a tutor in the company).

The remuneration of the young people is, according to age, set at between 30 and 65% of the minimum wage (SMIC). The employer is exempted from employers social security contributions.

In addition, the companies finance the training costs through the intermediary of the mutual funds for alternance training (which is outside the scope of the database).

Financing/support:

Social security funds (foregone revenue covered by the social regimes).

Eligibility:

Young people encountering particular difficulties in finding work :

- those aged 16 to 21 without diploma,
- those aged under 25 without a vocational qualification or having abandoned their studies.

Legal basis:

Articles L.981-7 to 9 of the Labour Code (Code du Travail) ;
Finance law for 1985, article 30.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Inactive	Detailed target groups:	Youth
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Reduced social contributions)	Planned duration:	<i>Typical:</i> 6 Months <i>Maximum:</i> 9 Months
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1992 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 36 **Economic integration enterprises**
Type of action: 4.1.2 Temporary

Description:
Aim:

To provide an opportunity to adjust or 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 (7 622,45€). The Ministries of social affairs and of justice, and the local authorities can also contribute to the aid. The wages are exempt 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.

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:

Articles L.322-4-16 of the Labour Code (Code du Travail) ;
 Law n°98-657 of 29 July 1998 on the fight against exclusion (articles 11 to 20);
 Decrees n°99-105, 106 and 107 of 18 February 1999.

Recent changes:
Supplementary information:

Target groups:	Unemployed (LTU)	Detailed target groups:	Youth, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments, Lump-sum payments, Reduced social contributions), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 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 **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 37 **Intermediary associations**
Type of action: 4.1.2 Temporary

Description:
Aim:

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 RMI and all problem groups.

Action/Instrument:

The state subsidises the setting up of organisations that help find work for the long-term unemployed and all problem groups. These organisations bring together employers (mostly households) and the unemployed for very short-term jobs. These organisations 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.

The 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 the wages are exempt from employers social security contributions. Household employers are also eligible for an income tax reduction (50% of the wage paid) up to a fixed amount per year.

Starting from 1999, the intermediate associations (AI - associations intermédiaires) are no longer obliged to operate outside the regular economy. Employees of the 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 ANPE and the total duration of such placements for the same employee cannot exceed 240 hours per year.

Financing/support:

Central government budget, social security funds and European Social Fund

Eligibility:

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

Legal basis:

Decree n°87-303 of 30 April 1987;
 Law of 4 February 1995;
 Law n°98-657 of 29 July 1998 (articles 11 to 20);
 Decree n°99-109 of 18 February 1999.

Recent changes:
Supplementary information:

Target groups:	Unemployed (LTU)	Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> Yes	Other cash benefits:	Unemployment benefit
Type of expenditure:	Transfers to employers (Reduced social contributions, Reduced taxes), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1987 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 60 **Adult qualification contracts**
Type of action: 4.1.2 Temporary

Description:
Aim:

To promote the recruitment of adults in alternance training contracts leading to a recognised qualification.

Beneficiaries:

Long-term unemployed adults.

Action/Instrument:

This form of employment contract, which lasts between 6 and 24 months, combines work with periods of practical (in-company) or theoretical training (with a training organisation). The remuneration is calculated on the basis of the minimum wage (SMIC). The employer is exempt from paying the employers social security contributions and receives a lump-sum recruitment subsidy (1,524.49€). If the beneficiary has been unemployed for 24 of the previous 36 months and is afterwards taken on on an open-ended contract within the same company, then a further lump-sum subsidy is paid at the end of the qualification contract. Disabled people benefit from a higher level of aid and are supported by AGEFIPH (see measure F-49). Some activities of skills assessment (max. 20 hours) and support (max. 40-160 hours, depending on the duration of the contract) are financed by obligatory contributions from employers to support continuous vocational training (outside the scope of the database).

Financing/support:

Central government budget

Eligibility:

Job seekers aged over 25 who have been registered with ANPE for at least 12 of the past 18 months, or persons on RMI, or disabled workers.

Legal basis:

Law n°98-657 of 29 July 1998 on the fight against exclusion (article 25);
Decree n°98-1036 of 18 November 1998.

Recent changes:

UNEDIC plans to finance this measure in the context of the new unemployment insurance scheme (2001).

Supplementary information:

Target groups:	Unemployed (LTU inscrits 12 mois durant les 18 derniers mois.)	Detailed target groups:	Disabled, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Lump-sum payments)	Planned duration:	<i>Typical:</i> 16 Months <i>Maximum:</i> 24 Months
Responsible institution(s):		Area of Application:	National
Implementation:	<i>Year started:</i> 1999 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 61 **Integration undertaking providing temporary staff**
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:

Undertakings providing temporary staff which have been certified by the ANPE and who provide social and professional follow-up and guidance for people facing difficulties can sign an agreement permitting state aid. This aid concerns the financing of guidance counselling posts based on a rate of one counsellor for 10 to 15 (full-time equivalent) employees in an integration scheme. The sole activity of these undertakings 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 temping 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.

Financing/support:

Central government budget

Eligibility:

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

Legal basis:

The Law of 29 July 1998 on combating exclusion. Articles L.122-2, L.124-1, L.124-2-2 and L.322-4-16 of the Labour Code. Decrees No 99-106 and No 99-108 of 18 February 1999.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed (LTU)		Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	n.a.	Other cash benefits:	None
	<i>Registration continued:</i>	n.a.		
Type of expenditure:	Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	2000		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 33 **Retraining leave**
Type of action: 4.2 Employment maintenance incentives

Description:
Aim:

To support the vocational reintegration of employees threatened by lay-off through guidance, appraisal and training provided before the redundancy is effected.

Beneficiaries:

Employees about to be made redundant.

Action/Instrument:

This scheme is used as part of a restructuring process and allows companies to put in place external retraining aid by offering employees the support of an employment unit and the chance to benefit from job-search assistance, appraisal and guidance, and training or retraining in order to facilitate rapid reintegration. The retraining period is available to those employees who want it. Their contract of employment is suspended during this period, which lasts at least 4 months, and terminated at the end of it. An employee whose dismissal is thus deferred, receives an allowance equivalent to at least 65% of his/her previous gross salary and not lower than 85% of the minimum wage (SMIC - salaire minimum interprofessionnel de croissance). The allowance is payable for a maximum of 10 months. The State contribution covers up to 50% of this allowance as well as the costs of contracted training.

Financing/support:

Central government budget and European Social Fund

Eligibility:

Employees whose job is at risk but is maintained throughout this measure. The employer has to sign an agreement with the government outlining the training and retraining actions foreseen as well as the amount of the allowance.

Legal basis:

Articles L322-4-4 and R322-1-5 of the Labour Code (Code du Travail).
Decree of 22 August 1985.

Recent changes:

None

Supplementary information:

Target groups:	Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 10 Months
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1985 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 4 - Employment incentives
Measure n°/name: 35 **Supported transition to part time work**
Type of action: 4.2 Employment maintenance incentives

Description:
Aim:

To avoid lay-offs by a temporary regrading of full-time jobs into part-time jobs.

Beneficiaries:

Employees whose job is at risk and who are willing to work part-time.

Action/Instrument:

This scheme is used as part of a restructuring process and allows the regrading of full-time jobs into part-time jobs for up to 2 years. The employee receives a supplementary allowance equal to 40% of the gross reduction in wages for the first year and 20% in the second year. The total remuneration cannot exceed 90% of the previous wage.

A contribution from the National Employment Fund (Fonds national de l'emploi - FNE) is negotiated at between 20 and 50%, and exceptionally 80% in case of companies with less than 100 employees.

Financing/support:

Central government budget

Eligibility:

Employees whose job is at risk, who have worked full-time in the current company for more than 12 months and who are willing to switch to a part-time job.

Legal basis:

Articles L.322-1, L.322-4-5, L.322-12 and R.322-7-1 of the Labour Code (Code du Travail) ;
Decree of 12 April 1994.

Recent changes:

None

Supplementary information:

Target groups:	Employed at risk		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	No	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to individuals (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 2 Years
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	1994		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 5 - Integration of the disabled
Measure n°/name: 49 **Aid granted by the Association for the vocational integration of the disabled (AGEFIPH)**
Type of action: 5.1 Regular employment

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 F-47 and F-48.

Financing/support:

Obligatory contributions from companies with at least 20 employees which do not fulfil the requirement for 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:

Articles L.323-6 and L.323-8-2 of the Labour Code (Code du Travail) ;
 Law n°87-517 of 10 July 1987;
 Decree of 14 September 1988.

Recent changes:

None

Supplementary information:

Target groups:	Unemployed	Detailed target groups:	Disabled
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Lump-sum payments), Transfers to employers (Periodic cash payments, Lump-sum payments), Transfers to service providers	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Social security funds	Area of Application:	National
Implementation:	<i>Year started:</i> 1989 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 5 - Integration of the disabled
Measure n°/name: 47 **Income guarantee for disabled workers (CAT)**
Type of action: 5.2 Sheltered employment

Description:
Aim:

To assure a minimum income for disabled workers working in a sheltered workplace.

Beneficiaries:

Disabled persons working in a protected environment.

Action/Instrument:

The state covers the income lost by a disabled worker due to lower productivity as a result of his/her disability. This scheme "garantie de ressources" aims to ensure a minimum income calculated in relation to the statutory minimum wage (SMIC). The income is typically 0.7 of the SMIC in an assisted work centre (CAT - centre d'aide par le travail), but it can reach 1.1 of the SMIC when taking into account the work actually completed.

The state reimburses the employer the wage supplement (maximum 50% SMIC) and the associated employers contributions. This aid is mainly issued for disabled persons working in CATs. The CATs are organisations financed principally by social levies imposed by the state. They represent the most sheltered of work environments and it is very rare for the disabled workers to progress on to a regular productive environment. Disabled persons working in sheltered workshops (see measure F-48), or even in a regular company (part of measure F-49) can also benefit from an income guarantee.

Financing/support:

Central government budget

Eligibility:

Workers recognised as disabled by the technical committees for vocational guidance and retraining (Cotorep).

Legal basis:

Law n°75-534 of 30 June 1975, article 32.

Decree n°93-87 of 22 January 1993.

Recent changes:

None

Supplementary information:

Target groups:	None		Detailed target groups:	Disabled
Unemployment registration:	<i>Condition for participation:</i>	No	Other cash benefits:	Other benefit
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to employers (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	1978		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 5 - Integration of the disabled
Measure n°/name: 48 **Sheltered workshops for the disabled**
Type of action: 5.2 Sheltered employment

Description:
Aim:

To facilitate vocational integration and advancement of disabled workers by providing an especially adapted working environment.

Beneficiaries:

Disabled persons working in sheltered workshops (AP - ateliers de travail protégé)

Action/Instrument:

Subsidies are granted annually to sheltered workshops (AP) for the disabled. APs are ordinary companies that employ at least 80% workers who are disabled and recognised as such by the administrative committees. These subsidies are granted in order to compensate for the extra supervision needed by the disabled workforce (lump-sum: 800€ per disabled worker from 2001). After a few years of work-experience acquired in an AP, disabled workers should be steered towards a regular productive environment (increase of the subsidy: 4.600€ from 2001).

Disabled workers in an AP also benefit from the GRTH (Garantie de ressources): the state covers the income lost by a disabled worker due to lower productivity as a result of his/her disability (see measure F-47). The scheme aims to ensure a minimum income calculated in relation to the statutory minimum wage (SMIC) - between 0.9 and 1.3 SMIC dependent on the work actually completed. The state reimburses the employer the necessary wage supplement (maximum 50% SMIC) and the associated employers contributions.

Financing/support:

Central government budget

Eligibility:

Disabled workers recognised by the technical committees for vocational guidance and retraining (Cotorep). Their capacity for work must be at least 1/3 of that of an able-bodied worker undertaking the same tasks. A sheltered workshop must employ at least 80% disabled workers.

Legal basis:

Articles L.320-30 and R.323-60 of the Labour Code (Code du Travail); Law n°75-534 of 30 June 1975; Circulars DGEFP n°99/11 of 25 February 1999 and n°2001/23 of 26 July 2001.

Recent changes:

As from 2001-2002, the way in which subsidies to APs are calculated includes criteria for entering the ordinary working world and aid in launching projects.

Supplementary information:

Target groups:	None	Detailed target groups:	Disabled
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments, Lump-sum payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> Not available <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 6 - Direct job creation
Measure n°/name: 39 **Community work contract (CES)**
Type of action: 6.2 Temporary

Description:
Aim:

To prepare people with difficulties integrating into working life through short-term jobs in the non-profit making sector.

Beneficiaries:

Long-term unemployed, persons on minimum social benefits, and other priority groups.

Action/Instrument:

The community work contract is a half-time, fixed-term employment contract (3-12 months), renewable 1 or 2 times (in case of special integration difficulties) within a period of 24 months. The participants are remunerated on the basis of the minimum hourly wage (SMIC), for 20 hours per week.

The state covers 65% or 85% of the wage (sometimes all of it for groups with severe problems and for certain employers). The employer can be a local authority, a private non-profit making organisation (association), or certain legally recognised individuals. The CES contracts are exempt from employers social security contributions. The state may also cover the cost of complementary training (not remunerated) of up to 400 hours. The renewal of a CES contract by local authorities or other legally recognised individuals is subject to the implementation of training aimed at facilitating integration into working life. A complementary working activity (maximum half-time) can be undertaken after the end of a 3 month period, and for a maximum of 1 year. Under certain conditions, the remuneration of the CES can be added to ASS, AUD or RMI (profit-sharing).

Financing/support:

Central government budget, Social security funds (foregone revenue) and European Social Fund

Eligibility:

Long-term unemployed (12 of the last 18 months), young people aged under 26 encountering particular difficulties to enter working life, persons on RMI who have been out of work for a year, persons on ASS or lone parents allowance (API - allocation de parent isolé), unemployed aged over 50, disabled workers, and all other people experiencing particular difficulties to enter employment or to reintegrate professionally and socially.

Legal basis:

Articles L.322-4-7 of the Labour Code (Code du Travail) ;
 Law n°89-905 of 19 December 1989;
 Decree n°90-105 of 30 January 1990;
 Decree n°98-1108 of 9 December 1998.

Recent changes:

Reinforcement of the focus on people with severe difficulties and the activities of support and preparation for leaving.

Supplementary information:

Target groups:	Unemployed (LTU)	Detailed target groups:	Youth, Older, Disabled, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments, Reduced social contributions), Transfers to service providers	Planned duration:	<i>Typical:</i> 8 Months <i>Maximum:</i> 12 Months
Responsible institution(s):	Central government, Local government	Area of Application:	National
Implementation:	<i>Year started:</i> 1990 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 6 - Direct job creation
Measure n°/name: 40 **Funded-employment contract (CEC)**
Type of action: 6.2 Temporary

Description:
Aim:

To provide an opportunity for sustainable integration to people threatened with exclusion and without any alternatives in terms of employment or training.

Beneficiaries:

People leaving a CES contract (Contrat emploi solidarité - measure F-39) without any option in terms of employment or training, some young people with particular problems of integration, persons on basic social benefits.

Action/Instrument:

The funded employment contracts (CEC - contrats emploi consolidé) are civilian employment contracts, full or part-time (minimum 30 hours), lasting for up to 5 years (in case of 4 annual renewals). The salary is limited to 120% of the minimum wage (SMIC). The employer (local authority, non-profit organisation, some legally recognised individuals) is obliged to adhere to a charter of standards in relation to vocational integration.

The duration of the state aid is reduced by the period of the preceding CES contract when it concerns the same employer. The state subsidy for these jobs is either 50% throughout the CEC or degressive (60% for the 1st year down to 20% in the 5th year). However, the rate of subsidy can be set at a fixed rate of 80% for people with severe problems, thereby supporting employers willing to hire very marginalised persons with additional supervision. The state may also fund supplementary training (maximum 400 hours). Employers are exempted from social contributions, as well as a payroll taxes to support the living costs and continuous vocational training of apprentices.

Financing/support:

Central government budget, social security funds (foregone revenue) and European Social Fund (training aspect).

Eligibility:

People with particular difficulties leaving a CES contract and not having any other option in terms of employment or training at the end of their contract, long-term unemployed (12 of the last 18 months), unemployed aged over 50, some young people with very low levels of education and having particular problems to enter working life, disabled persons and persons on RMI, ASS, lone parents allowance (API - allocation de parent isolé) or widowers allowance. Certain priority groups can enter the CEC directly, without having passed through a CES contract (Law against exclusions, 29 July 1998).

Legal basis:

Articles L.322-4-8 sq of the Labour Code (Code du Travail) ;
 Law n° 92-722 of 29 July 1992;
 Decree n°92-1076 of 2 October 1992;
 Decree n°94-265 of 5 April 1994;
 Decree n°98-1109 of 9 December 1998.

Recent changes:
Supplementary information:

Target groups:	Unemployed (LTU)	Detailed target groups:	Youth, Older, Disabled, Re-entrants/lone-parents, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments, Reduced social contributions), Transfers to service providers	Planned duration:	<i>Typical:</i> 12 Months <i>Maximum:</i> 5 Years
Responsible institution(s):	Central government, Local government	Area of Application:	National
Implementation:	<i>Year started:</i> 1992 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 6 - Direct job creation
Measure n°/name: 41 **Town employment contract**
Type of action: 6.2 Temporary

Description:
Aim:

To facilitate the vocational integration of young people through the creation of jobs within the context of town policy.

Beneficiaries:

Young people encountering particular difficulties to enter employment and living in sensitive urban areas.

Action/Instrument:

This scheme has been in operation since 1996 but is now effectively abandoned because of the introduction of the "jobs for young people" scheme ("emplois-jeunes" - measure F-46) at the end of 1997. These jobs come within the scope of the "funded jobs" (measure F-40). The state covers the remuneration for up to 30 hours per week and 120% of the minimum wage, for 75% of the first year. This rate is then progressively reduced by 10 percentage points per year until it reaches 35% in the 5th year, this rate can also be fixed to 55% per year over 5 years. As for the funded employment contracts, there is an exemption from social contributions for a maximum of 5 years. The contracts have to be renewed each year by an endorsement (so that there are 4 endorsements if the contract is seen through to term).

Financing/support:

Central government budget, Social security funds (foregone revenue)

Eligibility:

Young people aged up to 25 at the start of the measure, encountering particular difficulties to enter employment and living in sensitive urban areas (large housing developments and run-down areas).

Legal basis:

Law DMOS n°95-116 of 4 February 1995, article.102;
Decree n°96-454 of 28 May 1996.

Recent changes:

The measure is being phased out.

Supplementary information:

Target groups:	Unemployed	Detailed target groups:	Youth, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> n.a. <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments, Reduced social contributions)	Planned duration:	<i>Typical:</i> 12 Months <i>Maximum:</i> 5 Years
Responsible institution(s):	Central government, Local government	Area of Application:	National
Implementation:	<i>Year started:</i> 1996 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category:** 6 - Direct job creation
Measure n°/name: 46 **Jobs for young people**
Type of action: 6.2 Temporary

Description:
Aim:

To promote sustainable integration of young people by creating socially useful jobs that meet emerging or unfulfilled public needs.

Beneficiaries:

Young jobseekers.

Action/Instrument:

The programme "New services, jobs for young people" was established at the end of 1997 to promote the employment of young people in the non-market sector and makes it possible to subsidise fixed-term (60 months) or open-ended civilian contracts.

The state subsidises a large part of the costs of these jobs and grants an annual lump-sum amount per position created (80% of the minimum wage including costs) over 5 years for a full-time position. The young person receives a wage at least equal to the minimum wage (SMIC) or, where appropriate, the minimum collective wage applicable.

The contracts can be suspended in order to allow the young person to have a trial period in another job, with another employer.

The employers are non-profit civil organisations (associations), some public bodies (local authorities, public institutions), and some private organisations responsible for managing a public service.

Financing/support:

Central government budget

Eligibility:

Young people aged 18-25 out of work or in a subsidised contract (CES or CEC), or in training but looking for work.

Young people aged 26 to 29 ineligible for unemployment insurance benefits or registered disabled.

Legal basis:

Law n°97-940 of 16 October 1997

Decree n°97-954 of 17 October 1997

Articles L.122-2, -6, -14 and L.322-4-18 of the Labour Code (Code du Travail).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed, Inactive	Detailed target groups:	Youth, Disabled
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to employers (Periodic cash payments), Transfers to service providers	Planned duration:	<i>Typical:</i> 5 Years <i>Maximum:</i> 5 Years
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1997 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 7 - Start-up incentives
Measure n°/name: 38 **Aid for the unemployed setting-up or rescuing a company**
Type of action: 7 Start-up incentives

Description:
Aim:

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

Beneficiaries:

Unemployed (registered for more than 6 of the last 18 months) or persons on social benefits.

Action/Instrument:

The aid consists of an exemption to social contributions for 1 year. The amount of revenue forgone by the social security regimes is not known. Until 1996, there was also a lump-sum aid granted in relation to the viability of the business plan and the financial consequences (last payments in 1999). This aid is excluded from the amounts considered for income tax. Social benefit payments (ASS, AI, RMI) are continued for 6 months.

In addition, support and advice are made available through the measure "Consultancy cheque-book for business creation" (measure F-38bis).

This start-up assistance available to the unemployed was supplemented in 1999 with the measure "Support for new business development" (measure F-59).

Financing/support:

Central government budget and European Social Fund

Eligibility:

Unemployed or previous employees taking over their company, which is in difficulty; persons unemployed for more than 6 out of the previous 18 months, unemployed on ASS or AI (allowances of the solidarity system), persons on RMI (revenu minimum d'insertion).

Legal basis:

Law n°96-1181 of 30 December 1996;

Decree n°97-637 of 31 May 1997;

Law n°97-940 of 16 October 1997.

Recent changes:
Supplementary information:

Target groups:	Unemployed, Registered jobseekers	Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> No	Other cash benefits:	Other benefit
Type of expenditure:	Transfers to individuals (Lump-sum payments, Reduced social contributions)	Planned duration:	<i>Typical:</i> 1 Years <i>Maximum:</i> 1 Years
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1979 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 7 - Start-up incentives
Measure n°/name: 59 **Support for new business development**
Type of action: 7 Start-up incentives

Description:
Aim:

To help jobseekers create or restart a company, or to take up a non-salaried profession.

Beneficiaries:

Persons in receipt of social benefits.

Action/Instrument:

This scheme for encouraging the development of new companies (EDEN - encouragement au développement d'entreprises nouvelles) grants reimbursable advances (interest free loans financed by the state) over a period of up to 5 years, with a maximum 18 months deferral for repayment, and offers support over 3 years. The amount of the advance is subject to a maximum of 6,098 € and the recipient must be able to demonstrate complementary financing of at least 50% of the advance. Since September 2001, the support is transformed into non reimbursable allowances.

Financing/support:

Central government budget

Eligibility:

Persons in receipt of social benefits (specific solidarity allowance, minimum integration income, lone-parent allowance), young people employed within the "Jobs for young people" scheme ("Emplois-jeunes" - measure F-46) but whose contract has been terminated before completion.

Legal basis:

Articles L.351-24 and R.351-41 of the Labour Code (Code du Travail). Decree n°2001- 803 of 5 September 2001.

Recent changes:

The refundable advance has been replaced by a non-repayable grant (September 2001).

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	Youth, Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	n.a.	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to individuals (Lump-sum payments), Transfers to service providers		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 5 Years
Responsible institution(s):			Area of Application:	National
Implementation:	<i>Year started:</i>	1999		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 8 - Out-of-work income maintenance and support
Measure n°/name: 1 **Single degressive 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:

The single degressive allowance (AUD - Allocation unique dégressive) is the main form of unemployment benefit. It is paid at a base rate for an initial period and then adjusted by a degressive coefficient every six months. The duration of the payment period and the degressive coefficient are set according to the age of the recipient on entry and the duration of affiliation to the unemployment insurance system (UNEDIC). The reference wage and the amount of the allowance are revised each year (July 1). Recipients aged over 50, 55 or 59½ benefit from more favourable conditions with respect to the amount and duration of the allowance. Those aged over 55 years are guaranteed to be compensated until retirement. Those aged 57½ in receipt of benefits through AUD (or ACA) can ask to dispense with requirement for active jobsearch. In this case their status is no longer unemployed but inactive. The AUD is supplemented with an allowance for older unemployed (ACA - allocation aux chômeurs âgés) for those having a record of 40 years of social contributions (entry allowed until January 2002). All recipients of ACA are exempted from job-search. Under certain conditions, unemployed persons on benefit can work in "reduced activities".

The new agreement on unemployment insurance, implemented in July 2001, links indemnization and back-to-work support. The back-to-work support allowance (ARE) replaces the AUD. It's not degressive anymore, and requires the involvement of the jobseeker in a Back-to-work support plan (PARE).

Financing/support:

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

Eligibility:

Jobseekers registered with ANPE, having contributed to the unemployment insurance system for at least 4 of the previous 8 months. Jobseekers on benefit must actively seek work. Since July 2001, they have to be involved in a Back-to-work support plan (PARE).

Legal basis:

UNEDIC convention of 1 January 1997. UNEDIC convention of 1 January 2001 on the back-to-work support and unemployment allowance. DDOS Law n°2001-624 of 17 July 2001.

Recent changes:

Agreement on unemployment insurance on 1 January 2001 which entered into force on 1 July 2001. The AUD is replaced by the ARE (back-to-work support allowance).

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	Yes		
Type of expenditure:	Transfers to individuals (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 60 Months
Responsible institution(s):	Social security funds		Area of Application:	National
Implementation:	<i>Year started:</i>	1992		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 8 - Out-of-work income maintenance and support
Measure n°/name: 2 **Integration allowance (Solidarity system)**
Type of action: 8.1.2 Unemployment assistance

Description:
Aim:

To provide a replacement income for groups of unemployed without an employment history.

Beneficiaries:

Registered unemployed without an employment history and waiting for a placement.

Action/Instrument:

The integration allowance is paid for a maximum of one year and is subject to means testing.

Financing/support:

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

Eligibility:

Refugees and asylum seekers, expatriate workers, repatriated persons, ex-prisoners, victims of an industrial accident or occupational disease waiting for a retraining course.

Legal basis:

Ordinance n°84-198 of March 21, 1984;
 Circular DE n°42-84 of Nov. 22. 1984, amended on March 30, 1990 and 31 Dec. 1996;
 Article L.351-9 of the Labour Code (Code du Travail).

Recent changes:

None

Supplementary information:

Target groups:	Unemployed		Detailed target groups:	Public priorities and other
Unemployment registration:	<i>Condition for participation:</i>	Yes	Other cash benefits:	None
	<i>Registration continued:</i>	Yes		
Type of expenditure:	Transfers to individuals (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 12 Months
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	1984		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 8 - Out-of-work income maintenance and support
Measure n°/name: 3 **Specific solidarity allowance (Solidarity system)**
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 single degressive allowance.

Action/Instrument:

The specific solidarity allowance (ASS - allocation spécifique de solidarité) is paid, subject to a means test, for a period of six months renewable several times. Recipients aged over 55 (with a history of 20 years employment) or 57½ (with 10 years employment) receive an allowance increased by around 40% and are not required to actively seek work - as such, their status is no longer unemployed but inactive.

Since the 1st July 1998, recipients of ASS who have a record of 40 years of contributions to the old-age pension system are eligible for a supplementary allowance (allocation supplémentaire - ASA) payable until retirement. The ASA provides beneficiaries with a guaranteed level of income.

Financing/support:

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

Eligibility:

Registered jobseekers, satisfying the conditions of previous activity (5 years during the previous 10) and a means test, and having exhausted his/her entitlement to unemployment insurance (AUD). The eligibility conditions are tested every six months.

Legal basis:

Ordinance n°84-198 of 21 March 1984;

Circular DE n°42-84 of 22 November 1984, amended 30 March 1990 and 31 December 1996.

Recent changes:
Supplementary information:

Target groups:	Unemployed (LTU in general LTU)	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> Yes <i>Registration continued:</i> Yes	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments)	Planned duration:	<i>Typical:</i> 6 Months <i>Maximum:</i> Not available
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1984 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 8 - Out-of-work income maintenance and support
Measure 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 or all of its manpower, or even to temporarily suspend the activity of the company. During this period, the employer pays those employees subject to partial unemployment 50% of their normal gross hourly wage, subject to a minimum hourly rate (4.42 €). It is then (partially) reimbursed at a flat hourly rate by the state (2.44 € since January 1997).

The procedure must be agreed in advance by the administration and there is a maximum annual contingency of 600 hours per employee. 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).

Financing/support:

Central government budget

Eligibility:

Employees of a company that has obtained authorisation from the administration for a certain number of insured days.

Legal basis:

Articles L.351-25 and R.351-50 to 53 of the Labour Code (Code du Travail) ;

National inter-industry agreement of 21 February 1968, amended by the agreement of 2 March 1979.

Recent changes:

Since 1 July 2001, the amount reimbursed by the State has been reduced to 2.13€/hour for enterprises with over 250 employees.

Supplementary information:

Target groups:	Employed at risk		Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i>	No	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to employers (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 600 Hours
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	1951		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 9 - Early retirement
Measure n°/name: 8 **Job-substitution allowance**
Type of action: 9.1.1 Full

Description:
Aim:

Development of jobs as a counterpart to the cessation of activity by employees having worked for at least 40 years before reaching the legal retirement age (60).

Beneficiaries:

Employees aged 58 or 59 and having worked for at least 40 years.

Action/Instrument:

The job-substitution allowance or "early retirement in return for recruitment" was established in October 1995 by the unemployment insurance system. It is paid until the regular retirement age (60 years), in other words for 2 years at most, though more is possible for persons having worked 43 years. The allowance is equal to 65% of the previous gross salary, up to a limit of 4 times the level of the social security allowance; and it cannot be lower than the minimum amount of the special redundancy allowance paid by the national fund for employment (Allocation spéciale de licenciement du Fonds National de l'Emploi - measure F-6). The employer must complete a compensatory recruitment (maintaining the hours worked by the retiree) within 3 months of the start of the early retirement.

Financing/support:

UNEDIC (Unemployment insurance system).

Eligibility:

Employees aged 58 or 59, with a record of 160 quarters (40 years) of contributions to the obligatory old-age pension insurance and 12 years to the unemployment insurance scheme, and having worked for at least 1 year in the current company. Employees with a record of 172 quarters (43 years) of contributions are eligible irrespective of their age.

Legal basis:

UNEDIC agreement of 6 September 1995;
Law n°96-126 of 21 February 1996. Agreement between employers and trade unions of 14 June 2000.

Recent changes:

From 2001, only employees born in 1942 or before are eligible.

Supplementary information:

Target groups:	Employed at risk		Detailed target groups:	Older
Unemployment registration:	<i>Condition for participation:</i>	No	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to individuals (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 2 Years
Responsible institution(s):	Social security funds		Area of Application:	National
Implementation:	<i>Year started:</i>	1995		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France **Year:** 2001 **Category:** 9 - Early retirement
Measure n°/name: 34 **Phased early retirement**
Type of action: 9.1.2 Partial

Description:
Aim:

To decrease the number of lay-offs by gradually reducing the activity of older employees; to redistribute work by taking on jobseekers; to offer an alternative to full early retirement.

Beneficiaries:

Employees aged over 55 whose job is at risk and, as a counterpart, unemployed persons benefitting from freed positions, the majority of whom are young people or priority groups.

Action/Instrument:

This device can be used either by companies engaged in a process of reducing manpower, or by companies with the capacity to take on staff.

In the first case, to avoid lay-offs, the company can offer older employees the opportunity to switch to part-time work; a company in difficulty is not allowed to proceed with compensatory recruitment.

In the second case, a transition to part-time work for older employees, which results in a reduction of the total volume of hours worked, is compensated for completely or partially by new recruits (of which at least half should be young people or priority groups). Agreements with compensatory recruitment are the most common.

The employer makes a financial contribution, the rate of which is negotiated with the administration according to the size of the company and the commitment entered into as regards recruitment of priority groups. The employee normally receives from the employer a wage corresponding to the part-time hours and benefits, he/she also receives in addition a replacement income equal to 30% of his/her reference wage up to the threshold limit of the social security benefit, and 25% beyond. The allowance is paid until the time of full retirement. This measure often figures as part of social plans related to restructuring.

Financing/support:

Central government budget, including the contribution of the affected employers which is paid into the state budget via a support fund (fonds de concours). UNEDIC.

Eligibility:

Employees aged from 55-59, having been employed for more than one year in the current company and with a history of at least 10 years salaried employment.

Employees aged over 60 without sufficient contributions to retire on a full pension.

Legal basis:

Articles L.322-4 and R.322-7 of the Labour Code (Code du Travail) ;
 Decrees n°97-437 and 438 of 30 April 1997.

Recent changes:

None

Supplementary information:

Target groups:	Employed at risk	Detailed target groups:	Older
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments)	Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> 5 Years
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1982 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 9 - Early retirement
Measure 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 are not cut out for 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 its older employees to take early retirement from the labour market and to receive a special allowance until they are able to start drawing a full-time pension. The employee must voluntarily stick to the agreement and fulfil the eligibility criteria. He/she then receives 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.

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:

Articles L.322-4 and R.322-7 of the Labour code (Code du Travail) ;
Decree of 30 April 1997.

Recent changes:

None

Supplementary information:

Target groups:	Employed at risk	Detailed target groups:	Older
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments)	Planned duration:	<i>Typical:</i> 4 Years <i>Maximum:</i> 8 Years
Responsible institution(s):	Central government	Area of Application:	National
Implementation:	<i>Year started:</i> 1980 <i>Year ended:</i> Ongoing		

Identification:

Country: France **Year:** 2001 **Category** 9 - Early retirement
Measure 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 or dangerous tasks to retire before the legal age.

Beneficiaries:

Certain older employees.

Action/Instrument:

In 2000, a new measure was implemented in order to restrict early retirement to employees with a history of work subject to difficult conditions (production line work, night work, etc.) 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 State covers a part of the allowances, which are exempt from social contributions.

Financing/support:

Central government budget

Eligibility:

Employees aged 57 or more who are willing to take voluntary retirement and are having problems in adapting to changes in their job. Only employees of companies within a sector having signed an agreement with the government and which have signed up to the "35 hours" agreement are eligible.

Legal basis:

Decree n°2000-105 of 9.02.2000 (Labour Code, art. R.322-7-2).

Recent changes:

None

Supplementary information:

Target groups:	Employed at risk		Detailed target groups:	Older
Unemployment registration:	<i>Condition for participation:</i>	No	Other cash benefits:	None
	<i>Registration continued:</i>	No		
Type of expenditure:	Transfers to individuals (Periodic cash payments)		Planned duration:	<i>Typical:</i> Not available <i>Maximum:</i> Not available
Responsible institution(s):	Central government		Area of Application:	National
Implementation:	<i>Year started:</i>	2000		
	<i>Year ended:</i>	Ongoing		

Identification:

Country: France	Year: 2001	Category: Mixed
Measure n°/name:	19	Retraining agreements
Type of action:	2.1	Institutional training
	1	Intensive counselling and job-search assistance
	2	Training

Description:
Aim:

To support rapid retraining of employees affected by lay-off.

Beneficiaries:

Employees aged under 57 and affected by lay-off.

Action/Instrument:

This programme offers an immediate and individualised support for employees for up to 6 months. The employment contract is terminated during this period but the affected persons are not registered as jobseekers immediately available for work.

The programme includes 3 aspects:

- retraining allowance (83.4% of the previous gross salary for 2 months, and 70.4% for the following 4 months),
- support for placement and retraining activities (appraisal of skills, etc.), by the technical retraining units of the national employment agency (ANPE - l'agence nationale pour l'emploi)
- training course (optional).

An employer who takes on a participant before the end of the 2nd month is paid the balance of the outstanding allowances due.

Financing/support:

Central government budget, UNEDIC and the companies concerned (2 months of compensation for notice (=wages) plus, for companies of more than 10 employees, a fixed amount per employee towards the retraining costs).

Eligibility:

Employees aged under 57 and having been employed for 2 years or more in the company which is about to make them redundant.

Legal basis:

Article L.321-1 of the Labour Code (code du Travail) ;
National inter-industry agreement with UNEDIC of 20 October 1986;
Convention of 1 January 1997.

Recent changes:

The last intake of participants took place in the second half of 2001; the measure has been withdrawn since the introduction of the new unemployment insurance scheme on 1 July 2001.

Supplementary information:

Target groups:	Employed at risk	Detailed target groups:	None
Unemployment registration:	<i>Condition for participation:</i> No <i>Registration continued:</i> No	Other cash benefits:	None
Type of expenditure:	Transfers to individuals (Periodic cash payments, Reimbursements), Transfers to employers (Lump-sum payments), Transfers to service providers	Planned duration:	<i>Typical:</i> 6 Months <i>Maximum:</i> 6 Months
Responsible institution(s):	Central government, Public employment services	Area of Application:	National
Implementation:	<i>Year started:</i> 1987 <i>Year ended:</i> Ongoing		