

## Service-Public.fr

Le site officiel de l'administration française

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## What is a free job?

Verified 10 January 2022 - Legal and Administrative Information Directorate (Prime Minister)

The free employment scheme allows an employer to benefit from assistance when hiring a resident living in a priority area of city policy (QPV). The device is valid **until 31 December 2022**. An exceptional bonus is awarded for the hiring of a young person under 26 years of age in free employment for a signed contract **until May 2021**.

## Premium for full-time employment of young people under 26

An exceptional bonus is granted for the hiring of a young person under 26 years of age in free employment for a contract signed between 15 October 2020 and May 2021.

### Who can benefit?

The employee hired must be under the age of 26 at the time of signing the contract.

The contract shall be concluded between **15 October 2020 and May 2021**.

The employer must be up to date with its tax obligations

Contract must be a CDI or CDD of at least 6 months

The employer must not have made an economic redundancy on the future job Franc Employment in the 6 months preceding the hiring

The employer must not have already received State aid for the recruitment of the employee

The employer cannot benefit from this assistance for a learning contract

The employee recruited in a free job must not have been on the company during the last 6 months.

The employee recruited must belong to one of the following categories:

Pôle emploi job applicant

Join a Business Security Agreement

Youth tracked by a local mission who is not registered as a job seeker

city policy priority area (QPV) ([https://www.service-public.fr/particuliers/vosdroits/R46124?](https://www.service-public.fr/particuliers/vosdroits/R46124?lang=en)

The employee hired must reside in a `lang=en`)

### FYI

A mixed economy business or an individual employer cannot benefit from this arrangement.

Only full-time contracts are covered by this aid.

### Please note

The aid shall not be paid during periods of partial activity.

## How much is it?

### CDI

1<sup>re</sup> year: **€7 000**

2<sup>e</sup> year: **€5 000**

3<sup>e</sup> year: €5 000

## CDD

1<sup>re</sup> year: €5,500

2<sup>e</sup> year: €2,500

The CDD must be at least 6 months.

## Can we combine with other aids?

The company may cumulate the bonus of the Exceptional Free Employment with the other financial aid granted in the context of a recruitment contract.

exceptional assistance ([https://entreprendre.service-public.fr/vosdroits/F23556?](https://entreprendre.service-public.fr/vosdroits/F23556?lang=en)  
Rollup is not possible withlang=en) granted to employers of  
employees who have been awarded a professional contract.

This premium shall not be cumulated with other State aid for insertion, access or return to employment.

## FYI

A company can hire someone who has previously been hired, even in the previous 6 months, on a professional contract.

## How to ask?

The employer must apply to Pôle emploi for financial assistance within 3 months of the date of signing the employment contract.

Free Jobs - Request for Assistance (<https://www.service-public.fr/particuliers/vosdroits/R50549>)

The bonus is then paid every semester, after a certificate from the employer is sent to Pôle emploi.

Failure to transmit a certificate of attendance within 2 months of the expiry of a semester may result in the permanent loss of the right to aid for that period.

Failure to transmit a certificate of presence within 4 months of the expiry of each six-month period of performance of the contract shall result in the definitive loss of the right to payment of the aid.

## FYI

If the aid amount is less than €100, it is not paid to the company.

## Other

The free employment scheme allows an employer to benefit from assistance when hiring a resident living in a priority area of city policy (QPV). The device is valid until 31 December 2022.

## Who can benefit?

### General case

The employer must be up to date with its tax obligations

Contract must be a CDI or CDD of at least 6 months

The employer must not have made an economic redundancy on the future job Franc Employment in the 6 months preceding the hiring

The employer must not have already received State aid for the recruitment of the employee

The employer cannot benefit from this assistance for a learning contract

The employee recruited in a free job must not have been on the company during the last 6 months.

The employee recruited must belong to one of the following categories:

Pôle emploi job applicant

Join a Business Security Agreement

Youth tracked by a local mission who is not registered as a job seeker

city policy priority area (QPV) ([https://www.service-public.fr/particuliers/vosdroits/R46124?](https://www.service-public.fr/particuliers/vosdroits/R46124?lang=en)  
The employee hired must reside in a lang=en)

## FYI

A mixed economy business or an individual employer cannot benefit from this arrangement.

## Meeting

A derogatory experiment of free employment in the territory of La Réunion is scheduled until 31 December 2022.

An employer may hire:

city policy priority areas (QPV) ([https://www.service-public.fr/particuliers/vosdroits/R46124?Residents\\_lang=en](https://www.service-public.fr/particuliers/vosdroits/R46124?Residents_lang=en)) registered as job seekers, under a professional contract, or followed by local missions without being registered à Pôle emploi

Employees leaving for less than 3 months of insertion devices without conditions of registration à Pôle emploi, or residence in QPV.

## Premium Amount

The amount of financial aid granted for free employment **full-time** is:

€5 000 per year for up to 3 years for one \_\_\_\_

€2,500 per year for a maximum of 2 years \_\_\_\_ at least 6 months.

Where the contract of employment is terminated before the end of the contract, the aid shall be calculated in proportion to the period actually worked.

If the employee works **part-time**, the amount of aid will be calculated on the basis of the weekly working time.

## Can one combine with other hiring aids?

The company may combine the Free Employment bonus with all the aid for hiring in a professional contract.

On the other hand, this premium cannot be combined with other state aid for entry, entry or return to employment.

## How do I claim the premium?

The employer must apply to Pôle emploi for financial assistance within 3 months of the date of signing the employment contract.

Free Jobs - Request for Assistance (<https://www.service-public.fr/particuliers/vosdroits/R50549>)

The bonus is then paid every semester, after a certificate from the employer is sent to Pôle emploi.

Failure to transmit a certificate of attendance within 2 months of the expiry of a semester may result in the permanent loss of the right to aid for that period.

Failure to transmit a certificate of presence within 4 months of the expiry of each six-month period of performance of the contract shall result in the definitive loss of the right to payment of the aid.

## FYI

If the aid amount is less than €100, it is not paid to the company.

## Statute and miscellaneous references

Decree No. 2020-1278 of 21 October 2020 on Free Employment

- (<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000042452420>)

Exceptional bonus for free employment under 26 years and extension of the ordinary arrangement

Decree No. 2019-1471 of 26 December 2019 on the generalisation of free employment and the creation of an experiment in La Réunion

- (<https://www.legifrance.gouv.fr/loda/id/JORFTEXT000039682979/>)

Decree No. 2018-230 of 30 March 2018 on the testing of free jobs

- (<https://www.legifrance.gouv.fr/loda/id/JORFTEXT000036756484/>)

Order of 30 March 2018 listing the territories eligible for the experimental scheme "free jobs"

- (<https://www.legifrance.gouv.fr/loda/id/JORFTEXT000036756512/>)

Order of 22 March 2019 listing the territories eligible for the experimental scheme "free jobs"

- (<https://www.legifrance.gouv.fr/loda/id/JORFTEXT000038272455/>)

## Online services and forms

Free Jobs - Request for Assistance ([https://www.service-public.fr/particuliers/vosdroits/R50549?](https://www.service-public.fr/particuliers/vosdroits/R50549?lang=en)

- lang=en)  
Form

Is your address a priority area of city policy (QPV)? ([https://www.service-public.fr/particuliers/vosdroits/R46124?](https://www.service-public.fr/particuliers/vosdroits/R46124?lang=en)

- lang=en)  
Simulator

### **Additional topics**

Q&A on Free Jobs (PDF - 526.2 KB) ([https://travail-](https://travail-emploi.gouv.fr/IMG/pdf/qr_emplois_francs.pdf)

- [emploi.gouv.fr/IMG/pdf/qr\\_emplois\\_francs.pdf](https://travail-emploi.gouv.fr/IMG/pdf/qr_emplois_francs.pdf))  
Ministry of Labour