

FRENCH 2020 RECOVERY PLAN: « France Relance »

WHAT'S AT STAKE FOR YOUR COMPANY?

AmCham
France



AmCham France

WHAT'S AT STAKE FOR YOUR COMPANY?



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FRENCH 2020 RECOVERY PLAN: “FRANCE RELANCE”

KEY TAKEAWAYS

- **A 100 billion euros** stimulus package implemented over the next 2 years (2020-2022) and divided between 3 key priorities: **environment or sustainable growth** (€30 Bn), **business competitiveness** (€34 Bn) and **social cohesion** (€36 Bn).
- With this plan, the French Government aims to become the **first decarbonized major economic power in Europe** by becoming **carbon neutral by 2050**. All the measures presented in the plan comply with this overarching goal.
- 40% of the recovery plan will be funded by a portion of the **EU €750 billion stimulus package**, the rest will be financed by the **2020 Amending Finance Bill**, by the **2021 Finance Bill** and **2021 Social Security Finance Bill** as well as by the **fourth Investments for the Future program (PIA4)**.
- Based on our analysis, approximately **43% of the 100 billion euros** will be dedicated to **helping businesses**. Within the amount dedicated to businesses, **21,2% is allocated to measures supporting the environment or sustainable growth**, **54,7% to measures supporting business competitiveness**, and **24,2% to measures supporting social cohesion**. Also, within the amount dedicated to businesses, **6% is fully dedicated to SMEs and VSEs**.

SUSTAINABLE GROWTH



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€
7.126
Billion

Decarbonization of the industry

€1.2 Billion

Investment plan for the future: innovating for green transition

€3.4 Billion

Investment in reducing the use of plastic, recycling and reusing

€226 Million

Environmental transition and energy renovation for VSE/SMEs

€200 Million

Support to the purchase of a clean vehicle as part of the automobile plan

€1.9 Billion

New BPI France “Climate products” for VSE/SMEs

€2.5 Billion

Support plan for the nuclear sector

€200 Million (+ €270 Million from PIA)

Support plan for the aeronautics and automotive sectors

€2.6 Billion

Developing a green hydrogen industry in France

€200 Million

1

DECARBONIZATION OF THE INDUSTRY



MEASURES

- Support for investment in less emitting industrial processes and energy efficiency. For the projects involving more than €3 million of investment, two calls for proposals [AAP IndusEE](#) and [AMI IndusDECAR](#) and one call for interest [AAP Biomasse Energie et Entreprises](#) have been launched by the ADEME ([Agency for the Ecological Transition](#)).
- Support to low-carbon heat projects (the aid aims to offset the extra cost of decarbonated energy compared to fossil fuels) through the [BCIAT call for proposal](#) (Ended in September 2020- results to be released in January 2021).

SCOPE, TIMELINE AND IMPACT

Scope:

Industrial companies

Timeline:

From 2020 to 2021.

AMCHAM'S EXISTING POSITION

AmCham France has been advocating in favor of the implementation of financial incentives to encourage companies from all sectors to undertake green transition projects.

For more on our position please see : AmCham 3 Propositions for economic recovery.



2

INVESTMENT PLAN FOR THE FUTURE: INNOVATING FOR GREEN TRANSITION



MEASURES

Long-term **support measures for innovative projects** will be presented in the following months. They will concern:

- **Decarbonized hydrogen** (that will serve the areas of industry, mobility and gas use), leaning on research laboratories and innovative industrial companies ;
- **Decarbonization of the food industry** in order to promote food sovereignty and healthier feeding (through green packaging, national production of plant proteins...)
- New solutions for **cities of tomorrow**.

Projects will be selected on competitive processes such as call for proposal, call for interest, priority research programmes, innovation challenges that will be opened to companies. Collaboration between big companies, start-ups and SMEs or between companies and public research institutes will be appreciated.

SCOPE, TIMELINE AND IMPACT

Scope:

All companies of the French territory including overseas territories according to the location of the project.

Timeline:

The first strategies will be implemented as early as 2020. Credits will be committed as the strategies are developed until the end of 2021.

3

INVESTMENT IN REDUCING THE USE OF PLASTIC (PARTICULARLY SINGLE-USE PLASTICS), RECYCLING AND REUSING



MEASURES

Funds will be redistributed through **ADEME**, focusing on projects already identified or being identified by the Agency. Allocated funds will include :

- €40M will be allocated to supporting companies aiming for the **reusing of resources, reduction or replacement of plastic packaging**. Companies working towards a “social and solidarity economy” will be automatically eligible for financial aid to invest in reusable plastic resources. The aim is to industrialize reusable packaging solutions and reduce the use of plastic in catering and healthcare institutions.
- €4M in **direct subsidies** for companies in the plastic sector to accompany the transition.
- €16M of **direct subsidies** to help recycling companies cope with the fall in demand and prices in 2020.
- €140M million to **encourage plastic incorporation and increase recycling rates**: aid to finance R&D (e.g. development of new recycling methods and studies on such methods), and to adapt company equipment.

€21M to develop **repairing and resourcing for re-use of consumer goods** (notably electrical goods, furniture, clothing, ec.)

SCOPE, TIMELINE AND IMPACT

Scope:

Companies in the plastic industry

Timeline:

Projects will be implemented over 2020-2021. Funds will then be distributed progressively until 2022.

Impact:

- Reduction of natural resources consumption;
- Reduction of greenhouse gas emissions;
- Creation of new jobs.

4

ENVIRONMENTAL TRANSITION AND ENERGY RENOVATION FOR VSE/SMES



MEASURES

Support for VSEs and SMEs renovating their facilities to increase their environmental efficiency, through a new programme in collaboration with ADEME and BpiFrance.

- This program will propose **diagnostics and support for green transition** as well as a fixed aid for eco-design actions. (The amount is not mentioned in the plan).
- These tools will be offered to companies working with “**RGE**” **certified companies** (an environmental label).

This measure will be completed by the already existing [support programme of the ADEME](#).

SCOPE, TIMELINE AND IMPACT

Scope:

VSEs and SMEs of tertiary sector.

Timeline:

As of January 2021.

5

SUPPORT TO THE PURCHASE OF A CLEAN VEHICLE AS PART OF THE AUTOMOBILE PLAN



MEASURES

- **Bonus:** the evolution of scales will be studied, in connection with the proposals formulated by the Convention Citoyenne pour le Climat (Citizens' Climate Convention) ;
- **Bonus for the conversion of light vehicles** (Crit'air 3 or older vehicles)
- **Bonus for the conversion and acquisition of heavy vehicles:** for the purchase of an electric or hydrogen vehicle, with the scrapping of an old polluting vehicle ;
- **Accelerating the deployment of charging stations** with the goal of increasing them to 100 by the end of 2021.

SCOPE, TIMELINE AND IMPACT

Scope :
Companies and individuals

Timeline :
As of 2020

6

NEW BPI FRANCE “CLIMATE PRODUCTS” FOR VSE/SMES



MEASURES

BpiFrance's climate plan revolves around **direct financing**, for 3 areas:

- 1- Supporting the **emergence and growth of greentechs** (i.e. any technological solution aiming to work towards the ecological transition, e.g. climate change-related, water/air/soil pollution, etc.)
- 2-Increasing support to the **renewable energy industry**, thus facilitating access to green energy for all companies.
- 3- Supporting SMEs' ecological transition through the “**green loan**” and the “**energy savings loan**”.

These goals will be achieved through 3 mechanisms:

- **Green loan:** available to companies seeking to increase their competitiveness through a better environmental impact of their industry and products. This loan at market rates can be directed towards projects of decarbonization, industry relocalisation, green mobility, and waste management. No guarantee taken on a company's assets, long duration (max.12 years), potential deferred amortization (max. 3 years).
- **Energy savings loan:** from €10 000 to €500 000 over 3 to 7 years for SMEs over 3 years old in any sector. Available to finance projects involving equipments eligible to the [Energy Saving Certificates](#) (CEE)
- **Potential equity capital participation** in SMEs through [various funds](#) (notably Mid & Large Cap, FIEE, Ecotechnologies, SPI funds).

More info about Bpifrance's new climate plan [here](#).

SCOPE, TIMELINE AND IMPACT

Scope:
Only for VSEs, SMEs and mid-cap companies.

Timeline:
From September 2020.

7

SUPPORT PLAN FOR THE NUCLEAR SECTOR



MEASURES

- Supporting **professional training initiatives in critical tasks** (e.g. welding) in order to increase the quality and safety of nuclear industries' know-how and modernise the sector, with additional support to a few industrial projects on critical topics. *More details to come on how that support will materialise.*
- To consolidate the sector's weakened **SMEs and mid-cap companies**, the state will mobilize €100 million to invest alongside EDF in their **capital**.
- Aid for the development of **innovative solutions** for radioactive **waste management**. *No details so far on how to apply for these aid programs.*

€170M to boost **research into small modular reactors (SMRs)**. These funds will be released through the [investment program for the future](#) (PIA).

SCOPE, TIMELINE AND IMPACT

Scope:

Companies in the nuclear energy sector

Timeline:

From 2020 to 2022.

8

SUPPORT PLAN FOR THE AERONAUTICS AND AUTOMOTIVE SECTORS



MEASURES

- **Creation of aeronautics and automotive investment funds** co financed by the French State, Airbus, Safran, Thales, Dassault Aviation and Tikehau Capital already into force (should quickly reach €1billion);
- Creation of **support funds to boost investments** under the form of [calls for proposals available on Bpi France](#)

Support for innovation and R&D. *This last measure is not yet specified and might concern business conversion towards electric or hydrogen vehicles, reuse of material, recycling, digital or environmental transition...*

SCOPE, TIMELINE AND IMPACT

Scope:

SMEs and mid-cap companies in the aeronautic and automotive sectors.

Timeline:

Voted in the amended finance bill to be implemented as of 2020.

DEVELOPING A GREEN HYDROGEN INDUSTRY IN FRANCE



MEASURES

- **Supporting hydrogen projects** carried out by companies in order to favor the emergence of French hydrogen solutions :
 - Financial support for research on, innovation, and development of projects on key areas: **electrolysis, fuel cells, tanks**. *-No information on which financial mechanisms will be used.*
 - **Financing of centralized electrolysis projects** for industries using hydrogen: either through financial compensation, or through national factories. *-More details to come in the next months.*
 - **At the European level:**
 - Launch of the IPCEI (Important Project of Common European Interest) in order to support industrialization in France and to develop Hydrogen demonstrators.
- Potential cooperation between France and Germany's hydrogen plan to avoid duplicate projects)

SCOPE, TIMELINE AND IMPACT

Scope:

Companies operating in energy sector

Timeline:

2021-2023 in the short-term, and continuation of the strategy until 2030.

BUSINESS COMPETITIVENES



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€ 23.314 Billion

Reduction of Production Taxes
€10 Billion

Protecting R&D related jobs
€302 Million

Supporting Export
€247 Million

Supporting the space industry
€365 Million

Reshoring in strategic sector
€600 Million

Digitization of VSEs, SMEs and mid-cap
companies
€400 Million

Reinforcing equity capital
Not specified

Reshoring industrial projects in “Territories”
€400 Million

Investments for the Future program
€11 Billion

1

REDUCTION OF PRODUCTION TAXES



MEASURES

- A decrease of **company value-added contribution** (CVAE) by 50% (- €7,25Bn)
 - A decrease of **property tax on developed property** (TFPB) (- €1.75 Bn) and of **Company Real Estate Contribution** (CFE)(- €1.54Bn).
- A decrease of the maximum rate for the **local economic contribution** from 3% to 2%.

SCOPE, TIMELINE AND IMPACT

Scope:

Any company can benefit from these tax cuts.

Timeline:

2021 Finance Bill.

Impact:

These tax cuts will mainly benefit companies operating in the fields of **industry** and **commerce**.

AMCHAM'S EXISTING POSITION

AmCham France has been fiercely advocating for the decrease of production taxes over the past 2 years. **This measure shows that our voice has been heard.**

However, there is no mention of a potential decrease of the social solidarity contribution (C3S) which we had identified as a major pain point alongside many other organizations.

For more on our position please see : AmCham 3 Propositions for economic recovery.

2

PROTECTING R&D RELATED JOBS



MEASURES

- If companies see a decrease in their R&D workload they can **make their R&D employees available** (for 1 to 2 years) to public research institutions, who **will cover 80% of their salary**.
- Conversely, **companies who are in need of R&D workforce** but cannot hire anyone today, **can partner with a public research institution** (on a particular project) and get 80% of the time of a postdoctoral researcher while only covering 20% of its salary.

SCOPE, TIMELINE AND IMPACT

Scope:

Any company can benefit from this measure as long as it is willing to partner with a public research institution.

Timeline:

As of the end of 2020 and until 2022.

3

SUPPORT EXPORT



MEASURES

- **Strengthening the France Export Team** (Business France, Bpifrance, CCIs...) and providing a free, personalized market opportunity monitoring.
- **Reinforcing [insurance-prospection](#)**- a mechanism offering companies with a turnover below 500 M, between 30% and 50% of their undeprecated prospect expenses in cash advances-, **focus this mechanism on green transition projects and provide dedicated support for the smallest export projects.**
- **Export check:** covering up to 50% international trade show participation costs or of export support services (such market research studies and trips and business connections).
- **VIE check:** A 5.000€ financial support for companies sending an employee to one of their international affiliates on an [international volunteering mission \(VIE\)](#).
- **Doubling the budget of FASEP-** A subsidy financing feasibility studies or demonstration of green and innovative technologies' efficiency and value for a foreign country.
- Setting-up a free and personalized market information-watch for exporters.

SCOPE, TIMELINE AND IMPACT

Scope:

French mid-cap companies and SMEs.

Timeline:

The first measures will be implemented as of October 2020. All measures will be effective as of January 2020.

4

SUPPORTING THE SPACE INDUSTRY



MEASURES

- **Cash and equity support** in order to help companies face their cash-flow issues ;
- **Boosting research and innovation** for space industry companies in order to improve their **competitiveness, maintain their expertise** and direct them towards **digital and environmental transition**. *Details on the precise funding mechanisms are not yet available.*

SCOPE, TIMELINE AND IMPACT

Scope:

This measure will benefit French Guyana especially as well as territories specialized in the space industry.

Timeline:

As of September 2020 for the cash and equity support. The other measure will be implemented after the vote of the 2021 finance law.



MEASURES

Subsidies to encourage **businesses operating in strategic sectors** -such as **health products, critical industrial components, electronics, the food processing industry and telecoms** - to invest in the creation of new business units located in France and in the modernization or the technological upgrade of existing units. **Projects will be selected through a national request for proposal.** *For the first request for proposal, the basis of investment cannot exceed one million. The creation of new business units can be subsidized up to 30% (only 10% for the biggest corporations), research development and innovation projects can be subsidized up to 60 % ([see all rates](#)).*

SCOPE, TIMELINE AND IMPACT

Scope:

All companies operating in these sectors in France.

Timeline:

[The first request for proposal](#) (Covering all sectors but the telecoms) was launched on August 31st and will be open until november 17th. The second request for proposal focuses on 5G will be launched shortly; other requests for proposal will follow in 2021 and 2022.

AMCHAM'S EXISTING POSITION

AmCham France is a strong believer that France's strategic autonomy can be built up while maintaining international openness.

In this way, we are pleased that the access to reshoring incentives is open to all companies operating on the territory including international companies.

Additionally, while we understand the need to encourage the reshoring of investments in certain strategic sectors, we believe these reshoring incentives should be implemented as part of coordinated EU Strategy.

For more on our position please see : AmCham 3 Propositions for economic recovery.



6

DIGITIZATION OF VSES, SMES AND MID-CAP COMPANIES



MEASURES

- **Awareness raising and personalized support** on digitization available on France Num website (www.francenum.gouv.fr)
- **Audit support** for developing **Artificial Intelligence** in order to modernise production tools;
- **Grants** for SMEs and mid-cap companies in the **industrial sector willing to invest in industrial technologies** of the future. Subsidies will be allocated by **ASP** (Service and Payment Agency) and will replace the additional tax depreciation mechanisms.

SCOPE, TIMELINE AND IMPACT

Scope:

This measure addresses VSEs, SMEs and mid-cap companies.

Timeline:

This measure has been voted in the amended finance bill of July and will be launched in October 2020.

7

REINFORCING EQUITY CAPITAL



MEASURES

Creation of a “**relance**” label intended to **identify the most relevant financial investments** for a sustainable economic recovery, and thus direct “patient capital” towards the long-term financing of SMEs and mid-cap companies. This label is intended for national and regional funds which promote a sustainable investment approach.

- **Massive grants for long-term financing** for VSEs, SMEs, and mid-cap companies in order to support companies’ investment capacity. Banks will be able to grant **participative loans**, i.e. long-term loans similar to quasi-equity financing. Participative loans will be partly owned by the banks providing them, and mainly refinanced through professional investment funds. The government aims for these loans to be available for 10 000 to 20 000 companies.

SCOPE, TIMELINE AND IMPACT

Scope:

French VSEs, SMEs and mid-cap companies or holding a permanent facility in France.

Timeline:

“Relance”	label:
September	2020-
December 2020 ;	
- Equity loans :	As of the
	end of 2020/beginning of
	2021.

8

RESHORING INDUSTRIAL PROJECTS IN “TERRITORIES”



MEASURES

Subsidies offered to companies developing industrial projects with significant socio-economic value for the territory in which they operate, such as a **ripple effect on the local production ecosystem, a valorisation of human capital, a contribution to the local digitization or to the decarbonization**. Projects are selected by each region.

SCOPE, TIMELINE AND IMPACT

Scope:

Any company willing to invest in one of [the 148 identified](#) “[industry territory](#).”

Timeline:

As of september 2020 and until 2022.



AMCHAM’S EXISTING POSITION

See AmCham’s position on Reshoring in the strategic sector (above).

9

INVESTMENTS FOR THE FUTURE PROGRAM



MEASURES

- **Support innovation in key sectors** to guarantee France’s strategic independence, competitiveness and green transition. These key sectors include: **digital technologies, medical research, health industries, decarbonized energies, responsible agriculture, food sovereignty, sustainable transportation and mobility, cities of the future, digital education and cultural and creative industries**. Projects will be selected through a variety of competitive procedures (call for proposals or call for interest, priority research programs, “great challenges” for disruptive innovation). *More precise information should be communicated in the upcoming months.*

- **Support “risky” R&D projects** through a variety of mechanisms open to call for projects:

- **Support R&D collaboration projects** between large corporations, SMEs and public research institutions.
- [Bpifrance innovation subsidies](#) helping start-ups and SMEs, specifically the ones focusing on deep tech, to finance feasibility studies and industrial research works in order to develop new products or services ;
- **Innovation competitions** throughout the French territory providing funding to start-ups and SMEs.

SCOPE, TIMELINE AND IMPACT

Scope :

All companies.

Timeline :

Call for proposals will be launched as of 2020 and funding will be secured progressively until the end of 2021.

SOCIAL COHESION

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€ 10.275 Billion

Reinforcement of the Partial Activity
Mechanism
€6.6 Billion

State funding for hiring workers under the
age of 26
€1,1 Billion

State funding for recruiting trainees
(apprenticeship and professionalization
contracts)
€2 Billion

State funding for hiring disabled workers
€100 Million

Subsidized contracts for young people in
particular need of help for professional
integration
€269 Million

Support funds for the development of
sustainable tourism projects
€50 Million

Fostering social integration through
economic activity (IAE)
€206 Million

REINFORCEMENT OF THE PARTIAL ACTIVITY MECHANISM



MEASURES

This mechanism, also called partial unemployment, was put in place as part of the French government's relief package presented on March 23rd 2020. It is now adapted to economic recovery objectives, and distinguishes two types of Partial Activity mechanisms :

- **Common Right Partial Activity Mechanism** ("*activité partielle de droit commun*") : to respond to punctual needs when businesses face **short-term and temporary drops in their activity** and need to reduce work time.
 - The State and Unemployment Insurance (Unédic) **cover 36% of employees' gross income** (prior to partial activity), for **wages up to 4,5 times** the minimum wage. The minimum rate is set at 7,23€ per hour non-worked or unemployed.
 - **Employees receive 60% of their gross income** (prior to partial activity) for the hours they do not work. The minimum hourly rate is set at net minimum wage (8,03€/h), within the limit of 4,5 times minimum wage.
 - Companies can resort to this mechanism for a period of 3 months, renewable once
- **Long Term Partial Activity Mechanism** ("*activité partielle de longue durée*") : this mechanism is specifically devised to support companies affected by **long lasting shocks to their business but that still foresee a resumption of higher business activity in the mid-term**. It allows employers to **reduce the work time to up to 40% of the legal working time** (or 50% in exceptional cases).
 - The State and Unemployment Insurance (Unédic) **cover 56% or 60%¹ of employees' gross income** (prior to partial activity), for wages up to 4,5 times the minimum wage. The minimum rate is set at 7,23€/hour non-worked or unemployed.
 - **Employees receive 70% of their gross income** (prior to partial activity) for the hours they do not work. The minimum hourly rate is set at net minimum wage (8,03€/h), within the limit of 4,5 times minimum wage.
 - **Conditionality** : In return for this State aid, **employers are required to make clear commitments towards employment and training** of their employees. In the event that employers did not respect their commitments, they will be asked to return the financial support received as part of this mechanism. To materialize these commitments, employers must sign a **group, company or establishment agreement, or draft a unique document based on the extended branch agreement**. These agreements are valid for 24 months and must be approved by the competent regional authorities (*unité départementale de la DIRECCTE sur délégation du Préfet de département*). Agreements are approved for periods of 6 months . Before approval renewals, employers must send in an assessment of the situation and of the commitments taken in the agreement. Unions and workforce representatives must be informed of the implementation of these agreements every 3 months as well as ahead of every approval renewal.
- **Indemnities paid by employers as part of these mechanisms are exempt from social contributions** (CSG and CRDS must still be paid)

SCOPE, TIMELINE AND IMPACT

Scope:

Any company can benefit from this measure.

Timeline:

- **Common Right Partial Activity Mechanism** : as of November 1st 2020
- **Long Term Partial Activity Mechanism** : as of July 1st 2020

Fund providers :

State, Unédic (unemployment insurance)

Impact:

- Prevent the layoff of employees concerned by partial activity.
- Give more visibility to employers regarding the total scope of the State's support

STATE FUNDING FOR HIRING WORKERS UNDER THE AGE OF 26



MEASURES

- **Subsidy of up to €4,000** for hiring a young person under the age of 26
- For **permanent contracts or fixed-term contracts** (3 months or more), providing for **wages up to twice the minimum wage**.
- **Funding is delivered on a trimestrial basis over one year** by the State Service and Payment Agency.

SCOPE, TIMELINE AND IMPACT

Scope:

Any company can benefit from this measure no matter its size

Timeline:

This measure concerns employment contracts signed between 01/08/20 and 31/01/21.

AMCHAM'S EXISTING POSITION

AmCham clearly stated its support for this measure (previously announced by the government), last June in its Position paper on Inclusion.

However, AmCham recommends going further. AmCham recommends an additional one-year “zero social contribution” mechanism for those employers who choose to hire young people aged between 18 and 26 who are specifically at risk of long-term unemployment, according to specific criteria:

- Young recipients of minimum social benefits for unemployment and/or disability, or based on household income;
- Young people with lower or no qualifications: maximum of 3 years of higher education;
- Young people living in priority neighborhoods of towns or cities.

For more on our position, please refer to our position paper on Corporate Inclusion.



STATE FUNDING FOR RECRUITING TRAINEES (APPRENTICESHIP AND PROFESSIONALIZATION CONTRACTS)



MEASURES

- Businesses can access this funding when hiring **trainees below 30 years** of age and preparing a diploma/certification up to level 7 in the national professional certification scale (equivalent to Master's Degree).
- Apprenticeship and professionalization contracts must be **signed between 01/07/20 and 28/02/21**
- The subsidy is **provided for the first year of the contract** and is transferred in 12 monthly payments.
- **Total Amount :**
 - 5000€ trainees below 18
 - 8000€ for trainees 18-30
- This subsidy **cannot be combined** with the subsidy for hiring a worker below the age of 26

SCOPE, TIMELINE AND IMPACT

Scope:

Any industrial or commercial company can benefit from this measure

Conditions for companies with more than 250 employees :

- Professional insertion contracts (apprenticeship and professionalization contracts, VIE, CIFRE) must represent 5% of overall employment contracts in 2021 ;
- Trainees must represent 3% of their workforce in 2021, with at least a 10% increase compared to 2020

Timeline: this measure concerns employment contracts signed between 01/07/20 and 28/02/21.

AMCHAM'S EXISTING POSITION

AmCham clearly stated its support for this measure (previously announced by the government), last June in its Position paper on Inclusion.

In the Government's announcement in June, however, this measure was only directed at students preparing a diploma or certification corresponding to 3 years of higher education or lower. Masters students were therefore excluded. AmCham clearly positioned itself for the extension of the subsidy to employers hiring trainees preparing Masters degrees/ equivalent certification in the national professional certification scale.

Our recommendation has been taken into account and employers can receive funding for hiring trainees preparing a diploma/certification up to level 7 in the national professional certification scale (equivalent to Master's Degree).

For more on our position, please refer to our position paper on Corporate Inclusion.



4

STATE FUNDING FOR HIRING DISABLED WORKERS



MEASURES

- Subsidy of up to €4,000
- For permanent contracts or fixed-term contracts (3 months or more), providing for wages up to twice the minimum wage.
- Funding is delivered on a trimestrial basis over one year by the State Service and Payment Agency.
- This funding can be combined with other financial support aimed at securing employment for workers with disability (AGEFIPH).

SCOPE, TIMELINE AND IMPACT

Scope:

Any company can benefit from this measure no matter its size

Timeline:

This measure concerns employment contracts signed between 01/09/20 and 28/02/21.

AMCHAM'S EXISTING POSITION

This measure fully responds to AmCham's recommendation for greater State incentives to encourage businesses to foster greater inclusion and diversity in their human resources and recruitment decisions.

For more on our position, [please refer to our position paper on Corporate Inclusion.](#)



5

SUBSIDIZED CONTRACTS FOR YOUNG PEOPLE IN PARTICULAR NEED OF HELP FOR PROFESSIONAL INTEGRATION



MEASURES

- These subsidized contracts, called CUI-CIE (contrat unique d'insertion - contrat initiative emploi) concern young people employed in the commercial sector that fill particular criteria relating to professional insertion.
- The State funds 47% of minimum wage under these contracts
- For more detail on CUI-CIE contracts and conditions, visit the French Labor Ministry [website](#) (in French)

SCOPE, TIMELINE AND IMPACT

Scope:

All companies

Timeline:

10, 000 CUI-CIE in September 2020 + 50, 000 in 2021

AMCHAM'S EXISTING POSITION



This measure fully responds to AmCham's recommendation for greater State incentives to encourage businesses to foster greater inclusion and diversity in their human resources and recruitment decisions.

For more on our position, please refer to our position paper on Corporate Inclusion.

6

SUPPORT FUNDS FOR THE DEVELOPMENT OF SUSTAINABLE TOURISM PROJECTS



MEASURES

Supporting project holders through subsidies by covering part of their investment costs linked to green transition.

- Projects will be selected through calls for proposals (available as of 2021) by a committee made of the [ADEME](#) (environment and energy management agency), representatives of the French State, financial operators, and regions.

- They will be funded by the 2021 Finance Bill, the European Relaunch plan (React EU program, Invest EU program), regional funds and private partnerships.

SCOPE, TIMELINE AND IMPACT

Scope :

VSEs and SMEs, associations and SCOP (cooperative production companies) implemented on the French territory and operating in the tourism sector (including housing, catering, leisure activities, tourism transportation...)

Timeline :

As of 2021

FOSTERING SOCIAL INTEGRATION THROUGH ECONOMIC ACTIVITY (IAE)



MEASURES

This funding is directed at the Ambition Pact for Integration through economic activity (*Pacte d'ambition pour l'insertion par l'activité économique*).

This Pact aims at increasing the number of workers, including young workers, under IAE contracts from 140 000 today to 240 000 by 2022.

SCOPE, TIMELINE AND IMPACT

For more information on how this Pact intends to support companies who choose to support such integration programs, please refer to [the online platform](#) (in French).

AMCHAM'S EXISTING POSITION

This measure fully responds to AmCham's recommendation for greater State incentives to encourage businesses to foster greater inclusion and diversity in their human resources and recruitment decisions.

More precisely, the Pact for Integration through economic activity ambitions to further develop social and inclusion clauses in public markets and procurement. This was one of AmCham's specific recommendations in its position paper on Inclusion published last July.

For more on our position, please refer to our position paper on Corporate Inclusion.



WHAT'S AT STAKE FOR YOUR COMPANY?



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