

## France (MEDEF) (last updated 4 May)

### Overall approach and state of play

Many French companies are already mobilising for the integration of Ukrainians. Sectors and companies are preparing to offer job opportunities with the aim of promoting social integration through employment. Some companies have set up dedicated job boards, while others provide French literacy programmes. There are currently around 26,000 Ukrainians (two-thirds of women and children) in France, of whom 10,000 are accommodated emergency arrangements such as hotels. But the majority are by local authorities or individuals.

### Coordination of joint social partner or social partner and government actions

The government has initiated a consultation process of social partners (starting with emergency housing solutions).

Separately, the actions that have been taken by the government are:

1 - A platform <http://www.jemengagepouurlukraine.com/> was launched on March 8, 2022. It is intended to organise the reception of Ukrainians and to facilitate the matching between needs and offers of aid.

2 - The "territorial authorities external action fund" was activated on 1 March to enable all local authorities to finance humanitarian actions for the Ukrainian population. In each department, the prefects are responsible for building, with elected officials, a system for welcoming Ukrainians. For communities wishing to contribute, a user manual has been posted online.

3 - An inter-ministerial crisis unit dedicated to welcoming Ukrainians in France is opened since 10<sup>th</sup> March 2022

4 - On March 11<sup>th</sup>, 2022: Establishment of an inter-ministerial steering committee (Ministry of Labor, Employment and Integration and Ministry of the Interior) on the professional integration of foreigners

The government's strategy to "promote professional integration" consists of "strengthening the mobilization in the short and medium term" of economic actors and the public sector. The objective is to ensure a match between the needs of people arriving from Ukraine and the job or training offers.

The joint roadmap revolves around three points:

-Mobilize the public employment service (Pôle Emploi) and local missions and all economic actors (companies and sectors) and use the platform: [www.parrainage.refugies.info](http://www.parrainage.refugies.info) to make the support offers visible.

-Provide visibility, facilitate access and strengthen the training offer in connection with the regions and in particular the language training offer for professional purposes.

- Amplify existing common law systems (training in a work situation, youth employment contract, assisted contracts, integration through economic activity, etc.) and adapt or supplement them to meet the specific needs of displaced Ukrainians.

5. In addition, the government announced the mobilization of the AGIR program (global and individualized support program for the integration of refugees), which will be launched in June 2022.

AGIR aims to "offer more systematic support for employment and housing for refugees". The referent of the AGIR course will have the "role of facilitator" of the course.

Funding will be provided by the Ministries of the Interior (50%), Labor (25%) and Housing (25%), "with a gradual increase until 2026"

6. As of 11th March, adoption of the legal instruction applying "The Temporary Protection European Directive" which contains measures for employment:

- Displaced persons from Ukraine arriving in France can benefit from the temporary protection system. This exceptional device (authorized by the decision of the Council of the European Union of March 4, 2022) allow the prefect to issue a special temporary residence permit (APS), valid for 6 months, authorizing work and renewable up to 3 years.

These persons can benefit from:

- A right to stay in France and access to the labour market;
  - A support in accessing housing;
  - An access to care through health care;
  - An access to school for minor children.
- An employer wishing to recruit a beneficiary of temporary protection must submit an application for a work permit, indicating the type of contract desired.
  - Work permit applications will be made, as for any other foreign workforce, online on dedicated interregional platforms: <https://www.ofii.fr/simplification-des-demarches-demande-dautorization-de-work-online-from-april-6/>
  - For their part, displaced persons arriving in France must file a file with the prefecture of the department of their place of residence or accommodation. The latter gives them a temporary residence permit, bearing the mention "beneficiary of temporary protection", authorizing them to work.
  - A simplification of the work permit application procedure (known as the 'introduction procedure') should be initiated in the coming weeks.

7. Opening of a platform on companies' hiring intentions : In addition, all companies wishing to recruit displaced persons within their structure can indicate their hiring intentions using a dedicated form. The Public Employment Services (Pôle Emploi) will then support each company to organize recruitment as well as possible throughout the territory.

#### Company impact

In addition to the [parrainage.refugies.info](https://parrainage.refugies.info) platform launched for citizens, the government has just set up a single portal dedicated to businesses: <https://lesentreprises-sengage.gouv.fr/agir-pour/ukraine>. It brings together useful information and links for companies to welcome these people in order to support them towards employment in the best possible conditions;

The Adecco group launched a website [adeccojobsforukraine.com](https://adeccojobsforukraine.com) for Ukrainian refugees. This website invites employers to post their job offers available in Ukrainian and English. The platform provides access to advice and links to help centers for finding accommodation.

Transdev Group will soon initiate a program for 1,000 Ukrainian refugees which involves welcoming them into the Group and providing training to allow them to work (drivers, mechanics...). The company can rely on its apprenticeship program 'Academy by Transdev' launched 2 years ago.

Smile Group creates an emergency aid association for Ukrainian employees of the Group and their families (supporting more than 1000 people): the company has offered its 320 Ukrainian employees an exceptional bonus between €1,000 and €2,000 and issued emergency salary advances.