

## **PROGRAMME JOB FOR YOUTH IS A FORM OF REFUNDABLE EMPLOYMENT FOR REGISTERED AND UNEMPLOYED PERSONS UNDER 30 YEARS OF AGE**

### **Who can apply for the reimbursement?**

- Employer
- Entrepreneur / Businessman

**Employers, who had diminish employment rate in their companies, within the last 6 months since submitting the application, CANNOT take part in the programme.**

### **Benefits for employers**

- Financial refund of part of the costs connected with payment of the salary, rewards and social insurance contributions for hiring unemployed persons under the age of 30.
- Refund is upheld for 12 months

### **Benefits for youth**

- Guarantee of stabile employment based on the contract of employment for a period of 24 months
- Easier entry to labour market
- Gaining new relevant work experience
- Gaining new job qualifications

**Height of the refund CANNOT** overcome the cost of minimal salary (*in year 2016 minimal salary is 1850 zł /a month*) and social insurance contributions from every refundable salary for each person for each month

- We will refund a **PART** of the monthly salary

### **Employers' duties**

- Maintaining the full time employment of the directed person for 12 months
- Maintaining the full time employment of the directed person for another 12 months, after the refund is expired
- Total time of employment of the person under the age of 30 is **24 months**

**Failure to comply with the terms and conditions above, forces the employer to pay back the entire amount of the refund granted for the time of employing the directed person, together with the statutory interest.**

**In case of termination of the employment by the employee or termination of the employment due to the 52<sup>nd</sup> article of the polish Labour Code Act (*disciplinary dismissal*) - District Labour Office will direct another person to undertake the relevant job position.**

*Reimbursement of the costs incurred for salaries, rewards and social insurance contributions targeted at the unemployed under the age of 30 is treated as aid "de minimis" within the meaning of the legislations issued by the European Commission on the basis of art. 107 and 108 of the Treaty on the Functioning of the European Union and is provided in accordance with those legislations.*