



BNP PARIBAS
PERSONAL FINANCE



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PRESS RELEASE

BNP PARIBAS PERSONAL FINANCE AND THE FASTT LAUNCH A PARTNERSHIP TO IMPROVE ACCESS TO CREDIT FOR TEMPORARY WORKERS

Every year, more than 2.5 million people take on at least one temping job. By doing so they cater for the economy's requirements in terms of flexibility and reactivity, often completing one assignment after another. However, the temporary nature of their employment makes it very difficult for them to access the traditional forms of credit offered by banks. Conscious of this reality, BNP Paribas Personal Finance and the Social Action Group for Temporary Work (*Fonds d'Action Sociale du Travail Temporaire* or FASTT) have announced the launch of a partnership to offer temporary workers a range of credit products created specifically for them. With this agreement, both partners are committed to ensuring equal recognition of the specific needs of this population.

Temping: a form of employment that is inadequately addressed by financial institutions.

Fluctuations in the activity levels of various sectors and the changing nature of career paths mean that temporary work has a special role to play in helping companies manage their work flows and meet their needs, but also in fulfilling the aspirations of workers. In addition, temporary work is an important access route to employment and a means by which careers can be reignited. Today, this is a form of employment that attracts individuals with a wide variety of profiles. Two-thirds of temp workers are men and one-third are women. A significant proportion of this population are young people under 25 years of age (34% of the total¹), but temping is also embraced by those at the senior end of the spectrum. Perceptions of temporary work are changing among both companies and employees. This form of employment is becoming the preferred choice for some and a way of changing their relationship to work. It can also act as a gateway into active life for young people and allows others to bounce back into employment.

Yet, when it comes to access to housing and credit, temporary workers do not enjoy the same opportunities as employees on permanent contracts. The temporary nature of their assignments prevents them from accessing traditional credit from banks because of the risk it entails for the latter. Temporary workers are therefore doubly disadvantaged, because for many of them their professional status is not a choice and because their access to credit is hindered.

A secure, responsible and inclusive customer journey that supports the undertakings of temporary staff

To address the difficulties that temporary workers encounter in obtaining finance, on 2 January 2023 BNP Paribas Personal Finance and FASTT signed a partnership agreement that would enable them to offer a range of credit products designed specifically for this population.

Since 1992, FASTT, a joint body funded by France's temporary employment agencies, has been



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committed to supporting temp workers by offering them various services that allow them to benefit from the same rights as “conventional” employees, without being stigmatised due to the nature of their employment contract. More crucially, it aims to make their choice of career path more secure by improving their access to housing, healthcare, social services, budgeting support, mobility, childcare and credit. For its part, BNP Paribas Personal Finance has long been committed to opening access to its financial services to the widest possible range of individuals, irrespective of age or socio-economic profile, with a focus on tailoring its products to ensure that they are more inclusive.

“Addressing a population with particular needs requires extensive knowledge of its specificities. BNP Paribas Personal Finance is therefore delighted to be working with FASTT, an organisation that knows temporary workers inside out, to develop an offer that caters as closely as possible to the needs of a population that is poorly served by financial institutions, despite having the same needs as other employees when it comes to major day-to-day expenses, such as acquiring a new vehicle, household equipment and home improvements,” says **Serge Le Bolès, CEO of BNP Paribas Personal Finance France**. *“This partnership is an opportunity for us to experiment with a new credit approval policy. It will also help us better understand these new customers so as to develop a new application and approval process geared specifically towards these individuals. In sharing our know-how with FASTT, our ambition is to perform better and adapt more quickly to the needs of temporary workers.”*

“Working with BNP Paribas Personal Finance allows us to benefit from its expertise in the area of financial inclusion. We were also keen to capitalise on the process it has in place to detect and support customers who may be facing difficulties. This will allow temp workers to be supported every step of the way by a dedicated team of specialist consultants. FASTT believes this will guarantee the quality of both the support provided and the attention paid to the needs of customers. This offering is tailor-made for temporary workers, a population that deserves greater consideration. This is a win-win partnership. Together we will seek the trust of these customers, who are generally seen as atypical, so that we can provide them with long-term support,” points out **Daniel Lascols, CEO of FASTT**.

Terms of eligibility, offering and access

The offering is built around a small range of products and a specific pricing structure, with personal loans from €500 to €15,000, as well as loan consolidation solutions and tailored insurance rates.

To take advantage of this offering, a temporary worker will need to have worked for at least 3 months out of the last 12 and be employed at the time of their application. To access the range, visit [the FASTT website](#).

¹ Temping and recruitment observatory