

This page has been automatically translated. Please refer to the page in French if needed.

# What are the personal services activities and how do I use them?

Verified 24 October 2025 - Directorate of Legal and Administrative Information (Prime Minister), Ministry of Economy

## What are the activities of personal services?

Personal Services (PCS) are the **activities carried out at home and intended to meet the needs of individuals** :

- Maintenance of the house, small gardening work and small DIY work
- Childcare at home or accompanying them on their journeys (including for disabled children under 3 and under 18)
- School support or home classes
- Aesthetic care at home for dependent people
- Meal preparation at home (including time spent shopping)
- Delivery of meals and groceries at home and collection and home delivery of ironed linen
- IT and administrative support at home
- Pet care and walks for dependent people
- Temporary maintenance, maintenance and vigilance at home
- Tele-assistance and video-assistance
- Sign Language Interpreter, Writing Technician and Spoken Language Coder completed
- Driving the personal vehicle of any person with a temporary disability as well as elderly, disabled or chronically ill persons
- Accompaniment of any person with a temporary disability or of an elderly person, disabled or suffering from chronic pathologies in his movements outside his home
- Assistance in the daily activities of life or assistance in social integration for elderly people, disabled people or people with chronic diseases who need such services at home
- Personal home care for vulnerable families and anyone with a temporary disability (excluding medical care)
- Coordination and delivery of services.

### FYI

Some activities are subject to declaration, approval or authorization  
(<https://entreprendre.service-public.gouv.fr/vosdroits/F23633?lang=en>) .

## What are the formalities to hire an employee at home?

To use at your home a **childcare** or use **other personal services**, you can use direct employment, that is to say become an employer  
(<https://www.service-public.gouv.fr/particuliers/vosdroits/F1692?lang=en>) .

As an individual employer, you must **meet certain obligations related to your status** (registration, employee declaration, payment of social security contributions, employment contract (<https://www.service-public.gouv.fr/particuliers/vosdroits/F12202?lang=en>) , remuneration (<https://www.service-public.gouv.fr/particuliers/vosdroits/F142?lang=en>) withholding tax, etc.).

The formalities differ depending on whether you hire home care or use other personal services activities:

### Childcare at home

These obligations are carried out on the Urssaf Service Pajemploi website:

Urssaf Pajemploi Service Online (<https://www.service-public.gouv.fr/particuliers/vosdroits/R72513>)

## Other personal services activities

The Cesu declarative (<https://www.service-public.gouv.fr/particuliers/vosdroits/F2912?lang=en>) or the Cesu pre-funded (<https://www.service-public.gouv.fr/particuliers/vosdroits/F2107?lang=en>) fulfills the employer's obligations.

## What are the formalities for using a service provider or agent? ^

To use child care in your home or to use other personal services, you can use a service provider or authorized representative (<https://www.service-public.gouv.fr/particuliers/vosdroits/F1692?lang=en>).

If you use an organization **agent**, you retain the status of employer. It is you who control the performance of your employee's work and who pay the salary.

If you use an organization **provider**, this one is the employer of the employees intervening at your home. You're not an employer.

### Who can help me?

Find who can answer your questions in your region

- For general information (no appointment request, no follow-up of case)

### Administrative information by phone - Allô Service Public

 For more information on this subject, you can contact Allô Service Public.

**Attention: the service does not have access to users' personal files and therefore cannot provide information on their progress.**

He **does not respond** questions on unemployment compensation and approaches to the **France Labor** (formerly Pôle emploi), the **officials** or **contract workers** of the **fcivil service**, the amount or payment of **contributions** social, wage or employer.

 **Lundi** : de 08h30 à 17h30

**Mardi** : de 08h30 à 12h15

**Mercredi** : de 08h30 à 12h15

**Jeudi** : de 08h30 à 17h30

**Vendredi** : de 13h00 à 16h15

 Service **Free**

 The informants who answer you belong to the ministry in charge of labor.

## Statute and miscellaneous references ^

Labor Code: Articles L7231-1 to L7231-2 (<https://www.legifrance.gouv.fr/codes/id/LEGISCTA000006178244/?lang=en>)

Activities relating to personal services (Article L7231-1)

Labor Code: Article D7231-1 ([https://www.legifrance.gouv.fr/codes/article\\_lc/LEGIARTI000033747429?lang=en](https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000033747429?lang=en))

List of personal service activities

Code of Social Action and Families: Articles D312-6 to D312-6-3

([https://www.legifrance.gouv.fr/codes/section\\_lc/LEGITEXT000006074069/LEGISCTA000006198702/?lang=en](https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006074069/LEGISCTA000006198702/?lang=en))

Help and support services at home

National Collective Agreement for Individual Employers and Home Employment of March 15, 2021

([https://www.legifrance.gouv.fr/conv\\_coll/id/KALITEXT000043941642?lang=en](https://www.legifrance.gouv.fr/conv_coll/id/KALITEXT000043941642?lang=en))

Circular of April 11, 2019 on the declaration and accreditation of personal service organizations (PDF - 522.8 KB)

([http://circulaires.legifrance.gouv.fr/pdf/2019/04/cir\\_44550.pdf?lang=en](http://circulaires.legifrance.gouv.fr/pdf/2019/04/cir_44550.pdf?lang=en))

## Online services and forms ^

Search for a personal services organization (<https://www.service-public.gouv.fr/particuliers/vosdroits/R37481?lang=en>)

Search tools

Urssaf Pajemploi Service Online (<https://www.service-public.gouv.fr/particuliers/vosdroits/R72513?lang=en>)

Online service

Create your space (account) Urssaf online (<https://www.service-public.gouv.fr/particuliers/vosdroits/R14267?lang=en>)

Online service

Cesu online (<https://www.service-public.gouv.fr/particuliers/vosdroits/R18364?lang=en>)

Online service

## FAQ

How to consult a collective agreement? (<https://www.service-public.gouv.fr/particuliers/vosdroits/F2395?lang=en>)

Individual employer: what is the purpose of the Cesu declaration and how to use it?

(<https://www.service-public.gouv.fr/particuliers/vosdroits/F2912?lang=en>)

Can an individual employer pay an employee with a pre-funded Cesu?

(<https://www.service-public.gouv.fr/particuliers/vosdroits/F2107?lang=en>)

Home employment: can the employer be exempt from social security contributions?

(<https://www.service-public.gouv.fr/particuliers/vosdroits/F12384?lang=en>)

Can an individual employer hire a foreigner employee? (<https://www.service-public.gouv.fr/particuliers/vosdroits/F1849?lang=en>)

Does the absence of the individual employer terminate the employee's contract?

(<https://www.service-public.gouv.fr/particuliers/vosdroits/F1843?lang=en>)

What can an individual employer do if his employee breaks an object?

(<https://www.service-public.gouv.fr/particuliers/vosdroits/F13977?lang=en>)

## Additional topics



Individual employer: home help (personal services) (<https://www.service-public.gouv.fr/particuliers/vosdroits/N19602?lang=en>)

Service Public

Childminder (<https://www.service-public.gouv.fr/particuliers/vosdroits/N20383?lang=en>)

Service Public

Official website of the individual employer and employee

(<https://www.urssaf.fr/accueil/particulier/particulier-employeur.html?lang=en>)

Urssaf Caisse nationale (ex-Acoss)

Personal Services Site (<https://www.servicessalapersonne.gouv.fr/?lang=en>)

Ministry of Finance

Urssaf service Pajemploi (<https://www.urssaf.fr/accueil/services/services-particuliers/service-pajemploi.html?lang=en>)

Urssaf Caisse nationale (ex-Acoss)

Cesu website (<https://www.cesu.urssaf.fr/info/accueil.html?lang=en>)

Urssaf

Authorized activities for the individual employer (personal services)

(<https://www.servicessalapersonne.gouv.fr/beneficier-des-sap/activites-de-services-la-personne?lang=en>)

Ministry of Economy

## Fact sheets by life event

**I need to have my kids looked after** (<https://www.service-public.gouv.fr/particuliers/vosdroits/F601>)