



TRAINING MAJORELLE MOBILITY

French Labor Law

Labor Law for managers

Gain an understanding of French employment law in practice and acquire the knowledge and confidence to deal effectively with cross-border HR issues

Training delivered in English

Designed for:

Led by a French employment lawyer with extensive experience advising International and in particular UK/US clients, this introductory course will provide an overview of French employment law, highlighting key areas and giving you practical insights.

If your organisation is, or is likely to, set up operations in France then you must ensure that you have an understanding of key French employment law as well as information on employment conditions and procedures.

This French employment law training course is especially relevant to international HR managers and directors with responsibility for employees in France. It will also be useful to managers and directors who anticipate entering the French market and who need to be aware of their responsibilities to their people.

- Director, Site Manager, Managers with responsibility for staff in France, Seconded Employee
- HR and in-house legal counsel

Educational objectives: Practical guidance on main issues of employment in France

- Overview of key employment issues from recruitment to termination
- Integrating the daily management of the employment contract
- Introduction to dealing with staff representation
- Insight into cultural differences between France and the Common law culture (UK/US)

Prerequisite: A prior knowledge of French employment law is not required to attend this course.

Programme:

Day 1

Part 1: Overview of the employment law framework in France

- Various French labor law sources
- Collective agreements (collective bargaining agreements, company's collective agreements)

Part 2: Hiring employees in France

- Different status existing in a company: employees, temporary contracts, interns
- Use of Indefinite-term employment contracts
- Flexibility: definite-term employment contracts, temporary contracts
- May the employment contract be modified easily?
- Key issues in employment contracts (trial periods, remuneration, non-compete, etc.)
- Mandatory HR documents

Part 3: Disciplinary authority & breach of the employment contract

- Implementation of disciplinary authority
- Sanctions: definition and limits
- Procedures to follow and deadlines to satisfy

- Rules on breach of the employment contract: requirements for dismissal, grounds for dismissal in France, applicable procedures
- Hypothetical: Resignation, mutual termination, constructive dismissal etc.

Day 2

Part 4: Rules regarding working time in France

- Legal issues and associated costs
- Rules for managing paid holidays
- Rules regarding working time
- Overtime
- Methods for organizing working time
- Mandatory rest: definition and implementation
- Specificities in case of part-time
- Hypothetical: an employee's request for paid leave

Part 5: Social dialogue in the company & Staff representatives

- The various staff representative institutions: works council, staff delegates, unique staff representation, trade union delegate, etc.
- Scope and limits of their protected status
- Hindrance to staff representatives: risks and limitations
- Hypothetical: organizing a works council meeting

Part 6: Employment tribunals and courts

- Labour court organisation in France
- Statute of limitations

Speaker: Experienced English-speaking employment lawyer specialising in international employment law

Working as a bilingual associate in charge of Majorelle Mobility (<https://majorelle-mobility.com/>) within Majorelle Avocats lawfirm, Clarisse assists clients with all issues in labour relations, both in an advisory capacity and acting in litigation.

She specialises in advising on all aspects of French employment law, with the ambition of making the ever-changing legislation easy to grasp for local and international companies.

She advises companies in both individual employee matters (with covers the beginning of the employment relationship via drafting employment contracts, to the end of the relationship by assisting throughout termination processes, settlement negotiations etc.) and collective employee matters (social security audits, working time regulations, annual negotiations, elections etc.)

Within the “Majorelle Mobility” area, Clarisse assists French and international companies in all their issues relating to the hiring of foreign employees, the sending of teams abroad, and the use of foreign subcontractors in France.

English and German speaking, Clarisse also advises foreign companies in the deployment of their activities in France.

Teaching Support:

- Sharing of content of Powerpoint
- Evaluation questionnaire

Follow-up and evaluation procedure

- Case studies
- Quizzes
- Evaluation at the beginning and end of the course
- Attendance sheet per half-day
- Certificate of attendance

Dates	Place	Cost	Duration	Contact
Contact us for more information	Face-to-face, in-company or inter-company or distance learning	In-house: by quotation, as we can adapt the duration/content of the training to your needs. Inter-Company 750 euros excl. VAT (approx. 811 USD / 660 £) per person 3,500 euros excl. VAT from 5 participants (approx. 3,742 USD / 2,960 £)	Please note that this course programme usually run over two mornings or two afternoons (2 x 3 hours course sessions)	cdelaitre@majorelle-avocats.com



Contact us :

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