

Get an overview of the employment law framework operating in France

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

There are many challenges that come with managing a workforce in France, not least those associated with navigating the country's relatively rigid employment law regime. Led by experts, this interactive seminar provides an overview of the French employment law scene and highlights how employment law in France differs from other countries.

You will walk away with...

- An understanding of employment law and practice in France
- Access to country-specific HR expertise combined with excellent networking opportunities
- The knowledge and skills to deal effectively with international employment law issues

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Very worthwhile and informative, an extremely practical, valuable day. Thank you!

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About the speaker



Caroline Mouriquand

Works as a bilingual associate in Bird & Bird International HR Services Group, Caroline assists clients with all issues in labour relations, both in advisory 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 (which 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.) She also has experience in conducting training for human resources and represents companies before all types of courts in France for employment-related litigation.

Is this right for me?

This course is suitable for HR and personnel managers, employment relations professionals, in-house counsel and other lawyers who advise on staff matters, line managers and others who have – or expect to have – people management responsibilities in France.



Morning session

Welcome and Registration

An overview of the employment law framework in France

- Key recruitment tips: the use of personal questions and references
- Typical employment contracts
- Key issues in employment contracts (trial periods, remuneration, non-compete, etc.)
- Fixed term contracts

Coffee

Working time

- The 35-hour week
- Part-time and full-time work
- Examining potential pitfalls

Employee representatives

- Designated employee representatives
- Elected employee representatives (employee delegates, health and safety committee, works council)
- Consultation of the company's strategic orientations
- Economic and social data base

Lunch and networking

Afternoon session

Managing employees

- Discrimination and harassment
- Gender pay gap and workplace inequality [new laws 2019]
- Grievances and disciplinary issues
- Monitoring an employee's use of the computer
- Performance/ Dismissals
- New collective redundancy procedure
- Dismissal rights and settlement agreements
- Amicable termination

Employment tribunals and the courts

- Labour court organisation in France
- Representation before the Labour courts
- Statute of limitations
- Typical damages and costs

Tea

What's on the horizon?

- Future developments in labour law
- Concerns for employers

Questions and Answers

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It was really informative; a good balance of technical/legal framework and practical advice

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When the course is running:

Date: 19 February 2024 (Half-day) | Delivery: Virtual | Price: £295.00

Date: 9 July 2024 (1 Day) | Location: London | Price: £595.00



+44 (0) 20 7549 2549



info@bondsolon.com



hrdevelopment.bondsolon.com/france