

France

Fixed Term Contracts

At the end of a fixed-term contract that is not changed into an indefinite contract, the Worker is entitled to 10% of the total gross salary received during his or her employment.

Holidays

In France, Workers recognize 11 public holidays.

Vacation

Most Workers are entitled to at least 5 weeks of paid vacation per year accrued at a rate of 2.5 business days of leave per month of work. Unused vacation generally cannot be carried over year to year.

Sick Leave

On the eighth day of absence due to illness, Workers are entitled to paid sick leave during which the Social Security Health System pays the Worker a daily benefit. The employer is legally required only to make up the difference between that benefit and the Worker's normal compensation.

Overtime

Overtime is considered any time above 35 hours per week. The first eight overtime hours are paid at 125% the Worker's normal rate. Each hour over that is paid at 150%. Workers must not exceed 10 hours in a day or an average of 44 hours over 12 consecutive weeks. A paid leave of absence is mandatory when overtime exceeds 220 hours per year. Additionally, Workers must receive a minimum of 11 hours rest between the end of one workday and the beginning of the next and may not work more than 6 days a week.

Termination

Except in cases of serious or gross misconduct, Workers must be given advanced written notice prior to terminations based on "real and serious" grounds. The employer must give the Worker five working days' notice of a meeting wherein the employer must explain the reasons for the dismissal and give the Worker an opportunity to explain. No later than the third working day after the meeting, the employer must notify the Worker of its decision. Workers may be entitled to severance. Client agrees to provide Contractor with the information and time necessary to abide by local law in terminating Workers.

France

Mandatory Employer Costs

Social Security (HEALTH
WORK ACCIDENT
PENSION
FAMILY
UNEMPLOYMENT INSURANCE
CONTRIBUTIONS TO THE COLLECTIVE AGREEMENT
INSURANCES TAXES) ~46%