



# FRANCE VS UK

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# CONTRACT TYPES

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## **Fixed-term contracts** (cdd)

- Ends at the end of the contract or when the specific task is completed

## **Agency staff** (intérim)

- The temporary worker enjoys the same rights as permanent employees from 12 consecutive weeks of work in the same company

## **Freelancers, consultants and contractors** (consultant et entrepreneur)

- In France it is not a contract of employment but a commercial contract

# CONTRACT TYPES

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## Zero-hours contracts

- Generally used for interpreters
- They benefit from a minimum wage
- There is no equivalent in France

## Full-time and part-time contracts (cdi et temps partiel)

- In France they are specified by the convention

# WORKING HOURS

*The legislation sets the maximum number of workers according to age group*

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## ❖ France

- **14 to under 16** → can not exceed **35 hours per week or 7 hours per day**
- **People under 18** → can not exceed **8 hours and the weekly duration, 35 hours**
- The legal duration of work for a full time → 35 hours a week,
  - 48 hours on one a week
  - 44 hours in 12 consecutive weeks



# WORKING HOURS

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## ❖ UK

- **16 to 18** can't work more than **40 hours a week or 8 hours a day**.
- Workers **over 18** → limit is **48 hours per week**.

## ❖ France


- The minimal legal duration of a part-time job → **24 hours per week**.

## ❖ UK

- No minimum

# OVERTIME

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 <b>FRANCE</b>	 <b>UK</b>
<p>Legal and conventional regimes</p>	<p><b>No legal regime</b> Employers don't have to pay workers for overtime</p> <p><b>Only opportunities in conventional regimes and employment contract</b></p>

# OVERTIME IN FRANCE

## LEGAL REGIME

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- At the request of the employer
- Maximum 220 hours per employee per year
- Overtime pay or compensatory rest
  - 1 to 8 overtime hours : +25%
  - > 8 overtime hours : +50%

# OVERTIME IN UK EMPLOYMENT CONTRACT

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- Contract clause about overtime :

Possible or not

Payment or not

Rates for  
overtime pay or  
compensatory  
rest



- The average pay for the total working hours musn't fall below the National Minimum Wage (£8.21 per hour)





# OVERTIME IN UK

## A REGULAR PART OF WORKING LIFE

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- On average 469 overtime hours per year
- 59% aren't paid for the overtime worked
- 1/3 of women are paid vs 1/2 of men

# TRIAL PERIOD

 UK	 France								
<ul style="list-style-type: none"><li>- It's easier to be hire but to be fire too</li><li>- There is no labor code and collective agreement</li><li>- They refer at the law vote by parlement.</li><li>- CDD and CDI are more use in England</li><li>- Trial period is not an obligation</li></ul>	<ul style="list-style-type: none"><li>- A french employer may not apply</li><li>- Labor code and collective agreement indicated trial period :</li></ul> <table border="0"><thead><tr><th data-bbox="1307 853 1898 899">CDI</th><th data-bbox="1898 853 2308 899">CDD</th></tr></thead><tbody><tr><td data-bbox="1307 939 1898 985">➤ Employee : 2 months</td><td data-bbox="1898 939 2308 985">&lt;6 months</td></tr><tr><td data-bbox="1307 996 1898 1042">➤ Supervisor : 3 months</td><td data-bbox="1898 996 2308 1042">&gt;6 months</td></tr><tr><td data-bbox="1307 1053 1898 1099">➤ Manager : 4 months</td><td></td></tr></tbody></table>	CDI	CDD	➤ Employee : 2 months	<6 months	➤ Supervisor : 3 months	>6 months	➤ Manager : 4 months	
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**THANK YOU !**

