

# FRANCE VS UK





#### **CONTRACT TYPES**

#### 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 (consultang et entrepreneur)

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

### **CONTRACT TYPES**

#### **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

#### 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**

#### **\*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.

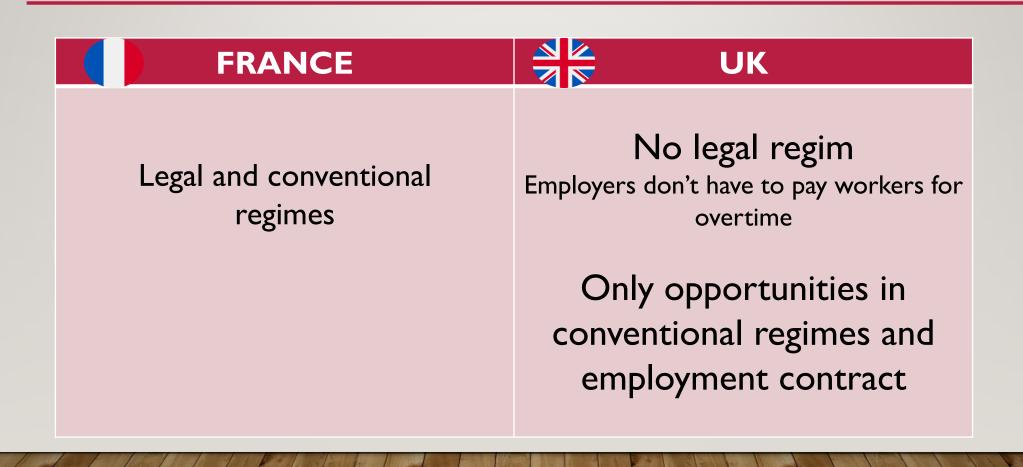
#### **\***France

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

#### **\*UK**

- No minimum

### **OVERTIME**



## OVERTIME IN FRANCE LEGAL REGIME

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

## OVERTIME IN UK EMPLOYMENT CONTRACT

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

- On average 469 overtime hours per year
- 59% aren't paid for the overtime worked
- 1/3 of women are paid vs ½ of men

## TRIAL PERIOD

UK VK	France
- It's easier to be hire but to be fire too	- A french employer may not apply
- There is no labor code and collective agreement	- Labor code and collective agreement indicated trial period :
- They refer at the law vote by parlement.	CDI CDD
- CDD and CDI are more use in England	Employee: 2 months Supervisor: 3 months >6 months >6 months
- Trial period is not an obligation	Manager: 4 months

# THANKYOU!