

EMPLOYMENT LAW UK VS FRANCE

TERMINATION & DISMISSAL
COLLECTIVE DISMISSAL
STRIKE
HEALTHCARE



TERMINATION AND DISMISSAL IN UK

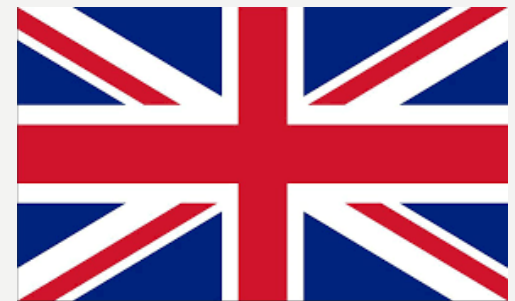


Governed by the law

Provides for a period of notice and a proportional indemnity, in both cases of seniority of the employee.

Proportionality of the notice increases with the age of the employee.

- Trial Period
- The notice of termination
- Dispute of dismissal deemed abusive by the employee



TERMINATION AND DISMISSAL IN FRANCE

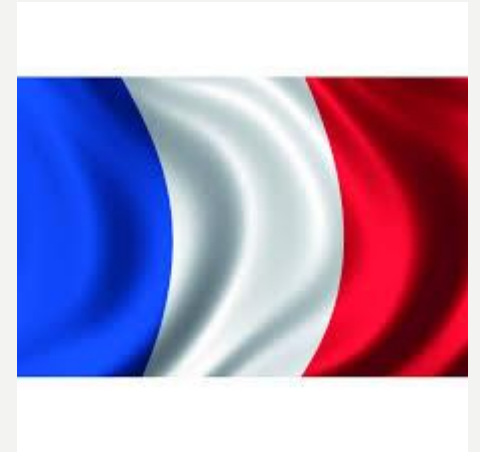
Termination by the employer of the employment contract of indefinite duration.

In French law, there are two reasons to dismiss:

→ **Related to the company** (economic problem)

→ **Related to the employee**

- The type of mistakes
- Compensation
- Prior notice



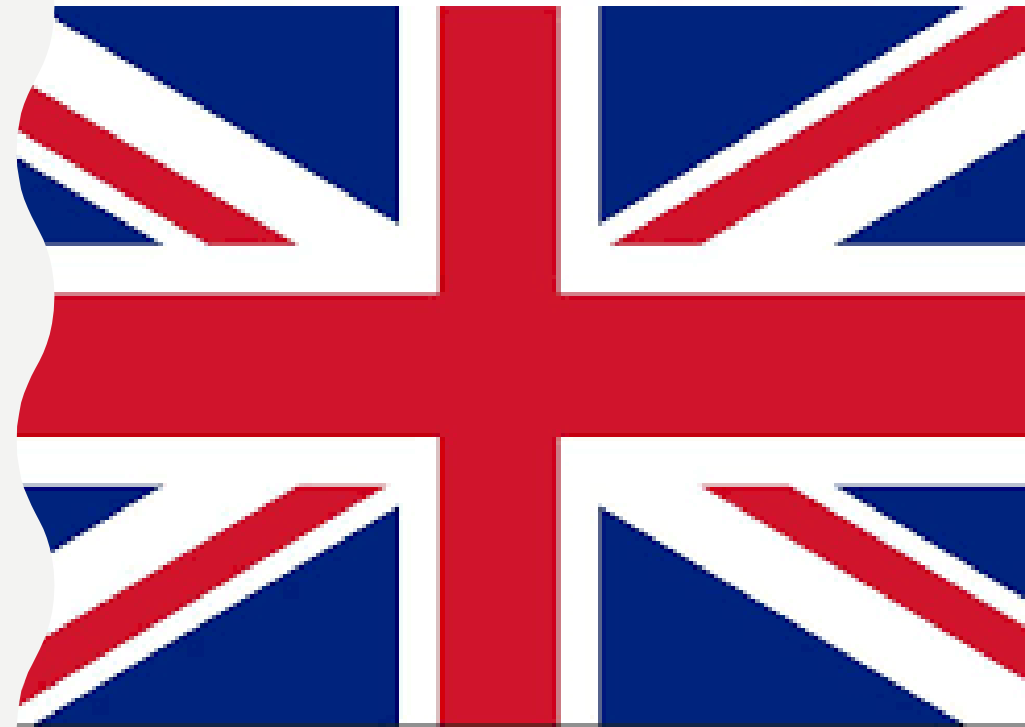
COLLECTIVE DISMISSAL : UK VS FRANCE

France :

- Consultation of the representatives of the personnel or the social and economic committee
- Summoning to a preliminary interview
- Sending a letter of dismissal
- Notification to the administration.

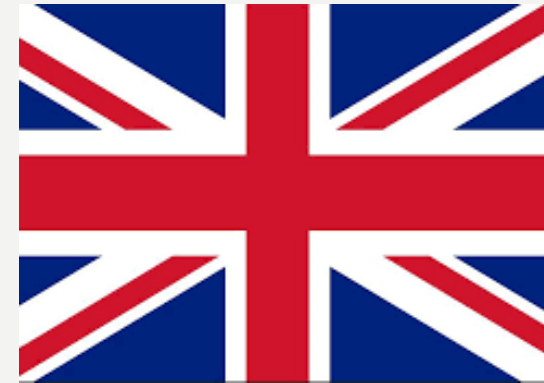
UK :

The United Kingdom definition of redundancy is very flexible, since the economic motive in English law consists essentially of the total or partial disappearance of the employee's job, whether or not there are any economic difficulties in the job. business



STRIKE IN UK

- Employment Act of 1980 and 1982
- Illegal strike
- The solidarity strike is also in principle prohibited by the Employment Act of 1982
- Pickets are limited to six people so that they do not prevent non-strikers from working



STRIKE IN FRANCE

- Ollivier Act of May 25, 1864
- In 1946, a strike is a constitutionally recognized right
- The strike is a right but it's restrictive



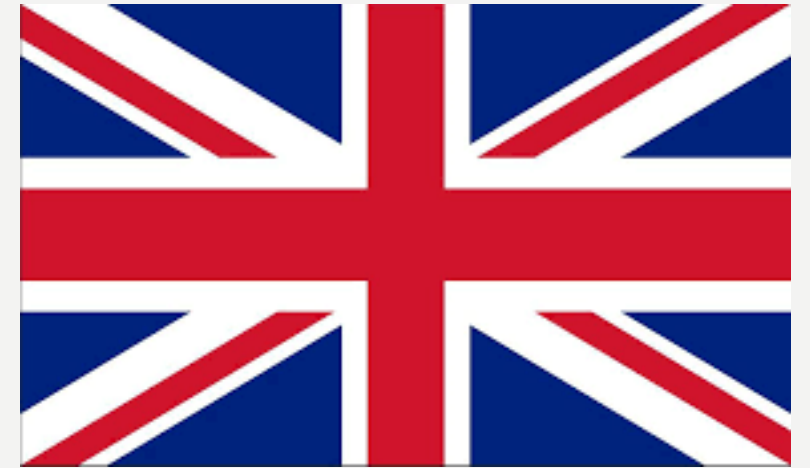
HEALTHCARE IN UK

« National Insurance »

- Administered by central government
- Covers both employed and self-employed workers
- Financed by taxes and contributions

Covered :

- Sickness and maternity
- Old-age
- Invalidity and survivors' benefits,
- Occupational accidents and occupational diseases
- Unemployment benefits
- Provides family benefit



HEALTHCARE IN FRANCE

Social Protection

4 systems :

- General system
- Special system
- Non salaried system
- Agricultural system

Covered :

- Sickness
- Maternity
- Invalidity / death
- Occupational accidents / diseases
- Old age
- Family



Complementary and private health insurance

- Financial contribution of the employer
- 50% of the contribution
- Mandatory for employees