

DI03 - Mastering the key issues arising under French employment regulations

Inter

Intra

Thématique(s)

Droit International · Droit social · Le contrat de travail (formation, exécution, rupture)

La durée, le nombre de séances, les modalités (présentiel ou distanciel), les dates, les lieux et les tarifs varient selon les sessions. Consultez la page de la formation sur le site Fidal Formations ou contactez-nous pour connaître les modalités à jour.

Objectifs professionnels

- To convey the key areas of French employment law that can have a significant economic or organizational impact on the business
- To understand the stakes in terms of executive liability

Programme

1. Essential aspects of individual employee management

- Complying with recruitment-related requirements
- Entering into an employment contract :
 - characteristics: rights and obligations
 - main types and differences from other contracts
- Managing the employment relationship (working time, leave, etc.)
- Making changes in the employment relationship

2. Effects of headcount thresholds

- Understanding the relevant headcount thresholds and their implications

3. Compensation

- Knowing the essential rules in the area of compensation

- Distinguishing between the various forms of compensation :
 - individual
 - profit sharing
 - incentive plans
 - company savings plans
- Social security contributions/payroll taxes

4. Staff representatives

- Distinguishing between the various bodies and their respective missions:
 - staff delegates
 - works council
 - union delegates
 - oh&s committee
 - etc...
- Handling social dialogue à la française
- Understanding the protection applicable to staff representatives

5. Terminations

- Knowing the main ways of terminating the employment contract :
 - dismissal for personal reasons
 - dismissal for economic reasons
 - negotiated termination
 - constructive dismissal
 - resignation
- Measuring the costs and risks
- Mitigating risks through settlement agreement

6. Executives' exposure to criminal liability

- Understanding the extent of liability
- Guarding against criminal liability risks

Public concerné

- Dirigeant - Chef d'entreprise
- DRH / RRH

Pré-requis

- Acquisition

Pédagogie

- Formation associant aspects théoriques et surtout approche pratique.
- Remise d'un dossier technique spécialement conçu par FIDAL FORMATIONS.

Intervenants

Les intervenants, experts de leur domaine, sont précisés selon la session. Consultez la page de la formation sur le site Fidal Formations.

Contactez Fidal Formations

Pour toute question sur cette formation, son financement, ses dates ou ses tarifs, contactez nos équipes.

Site

<https://www.fidalformations.fr/contactez-nous>

Email

infos@contact.fidalformations.fr

Téléphone

[+33 \(0\) 1 58 97 10 00](tel:+33(0)158971000)

Fidal Formations

4-6 Avenue d'Alsace, 92400 Courbevoie, France.

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