

Legal information - Employment law by country

📍 Country concerned:

To be completed by the firm

1. Legal working hours

- Legal number of working hours per week:
 - Authorised daily or weekly breakdown:
 - Overtime (conditions, increase, ceiling):
 - Legal source:
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2. Paid leave

- Number of days earned per month/year:
 - Conditions for acquiring and taking leave:
 - Exceptional leave (marriage, death, maternity/paternity, etc.):
 - Legal source:
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3. Medical examination

- Compulsory pre-recruitment medical examination: Yes / No
 - Mandatory periodic check-ups: Yes / No
 - Legal source:
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4. Remuneration

- Legal minimum wage: Yes / No
 - Amount (if applicable):
 - Compulsory remuneration (13th month, bonuses, etc.):
 - Legal source:
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5. Employment contract

- Mandatory clauses in a written contract:

- **Language(s) required:**
 - **Registration formalities (if any):**
 - **Legal source:**
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6. Trial period

- **Fixed-term contract: Maximum authorised duration:**
 - **Permanent contract: Maximum authorised duration:**
 - **Renewal possible: Yes / No - Conditions**
 - **Legal source:**
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7. Limits on the use of fixed-term contracts

- **Authorised use of fixed-term contracts:**
 - **Maximum duration (including renewals):**
 - **Number of authorised renewals:**
 - **Legal source:**
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8. Weekly rest

- **Number of consecutive hours of compulsory rest per week:**
 - **Mandatory Sunday rest: Yes / No**
 - **Legal source:**
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9. Staff representation

- **Headcount thresholds triggering an obligation of representation:**
 - **Forms of representation (committee, delegates, trade unions, etc.):**
 - **Main tasks:**
 - **Legal source:**
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10. Termination of the employment contract

◇ *Termination at the initiative of the employer*

- **Legal grounds for dismissal:**
(e.g. economic reasons, professional inadequacy, misconduct, etc.)
- **Is fraud considered a legitimate reason for termination of the employment contract by the employer? Yes/No**

- **If yes, what is the procedure for this type of dismissal?**
(e.g. documents to be provided, deadlines to be met, compulsory steps, possible intervention by an authority, etc.).
- **Procedure to be followed:**
(summons, interview, notification, deadlines, etc.)
- **Notice period:** duration and conditions
- **Possible compensation:** (redundancy, paid leave, seniority, etc.)
- **Possible remedies available to the employee:**
- **Are there any specific legal provisions that allow for the termination of a permanent contract when a project ends? If so, what are the obligations** (notice period, severance pay, justification, etc.)?
- **Legal source:**

◇ *Termination at the employee's initiative*

- **Resignation conditions:**
- **Advance notice required:** Yes / No - Duration
- **Procedure to be followed:**
- **Compensation, if any :**
- **Legal source:**

◇ *Termination by mutual agreement (conventional termination or equivalent)*

- **Legal existence of such a system:** Yes / No
- **Procedure to be followed:**
- **Compensation:** Yes / No - Calculation
- **Approval required:** Yes / No
- **Legal source:**

◇ *Other specific cases of termination*

- **End of fixed-term contract (scheduled or early termination):**
- **Termination during trial period (by employer or employee):**
- **Force majeure, incapacity, death, etc.:**
- **Legal source:**

11. Health Insurance

- **What are the employer's obligations regarding insurance for employees (health, occupational accidents, supplementary individual insurance)?**
 - **Legal source:**
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☒ **Name of firm:**

☐ **Date updated:**

 **Legal contact:**

 **Contact / Email:**