



FIT in NETWORK®

The European network of available skills



DE NEDERLANDSE CLUB
C Ô T E D ' A Z U R
— SINDS 1959 —



BUSINESS & NETWORK EVENT
22nd OCTOBER 2021

THE FRENCH EMPLOYMENT
MARKET

Saint-Paul de Vence
Bruno d'Artagnan / Team FIT in NETWORK®

Summary presentation : FIT in NETWORK®



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Bruno d'ARTAGNAN

President – Founder of FIT in NETWORK®

The European network of available skills

International



Honest



Forward looking



Ambitious



Trustful





The European network of available skills

European network with more than 1500 referenced and pre-qualified members, all visible on our digital and public platform, with access to more than 29,700 European professionals throughout all our networks.

 **Our client promise** We present within 6 to 8 days THE best available competences to meet the internal needs of companies, in France and throughout Europe (93% of success rate).



We focus on 4 areas of competence:

- Operational Management, Financial Management, Human Resources and Digital Transformation.

We propose 3 types of solutions for our clients: *(companies, private equity firms, family office, semi-public entities)*

1. Interim Management mission, with option of a permanent recruitment
2. Express Executive Recruitment
3. Time-Shared Management

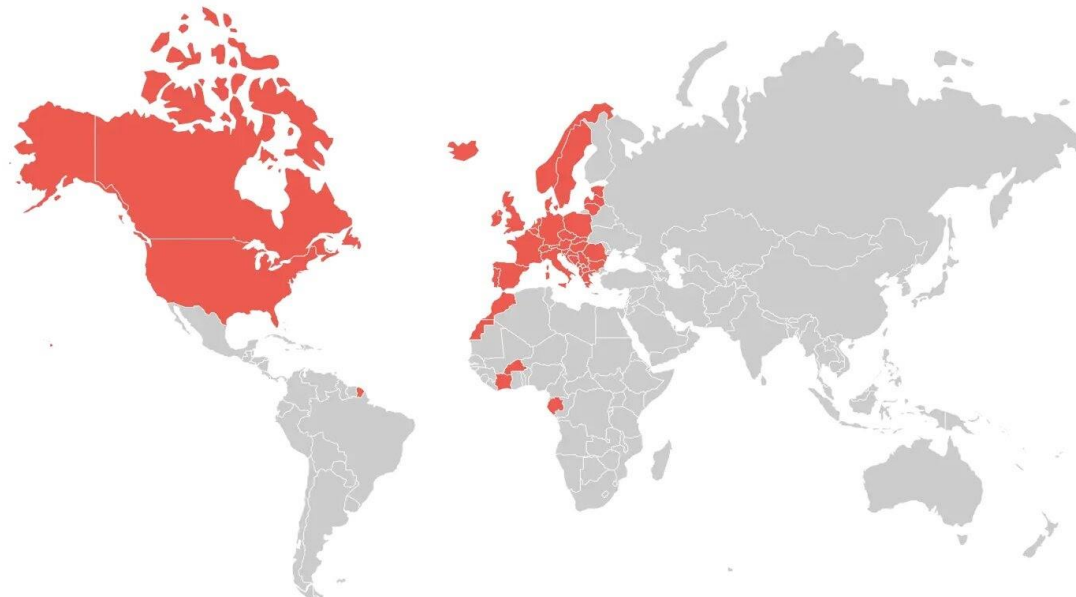


The European network of available skills

Our head office is in Paris and we have a sister company in The Netherlands

We are present in the 12 main French cities : Paris, Marseille, Lyon, Toulouse, Nice, Nantes, Montpellier, Strasbourg, Bordeaux, Lille, Rennes, Reims

We have activities and services all around Europe: currently in Germany, United Kingdom, Switzerland, Luxembourg, Belgium and in North America - Canada



French types of employment contracts



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French main type of employment contracts

EMPLOYMENT CONTRACTS IN FRANCE	
CDI Permanent contract	CDD Fixed-term contract
Apprentissage Professionalisation Apprenticeship - professionalisation	Contrat unique d'insertion Single integration contract



There are two main types of employment contracts in France

- Temporary contracts : CDD (Contrat à Durée Déterminée)
- Open-ended contracts : CDI (Contrat à Durée Indéterminée)

Most new jobs are based on a CDD contract.
At the end of a CDD, the employee's contract is either terminated, or renewed.



The permanent employment contract

CDI : Contrat à Durée Indéterminée

CDI is the most widespread form of employment contract in France. It guarantees a certain permanence of employment. This contract does not specify the date on which it ends.

Thus, an employee hired under a permanent contract may keep his or her job for as long as he or she wishes, unless he or she chooses to resign, to give up his or her position, to be dismissed by his or her employer, or if he or she decides by mutual agreement with his or her employer to part ways by means of a conventional rupture.

A permanent contract can be concluded on a full-time or on a part-time basis.

The working hours (weekly or monthly) are specified in the contract.



75 %

Despite the increasing precariousness of employment, open-ended contracts (CDI) remain in the majority, albeit on the decline: approximately 75% of the workforce is employed under this system.

25%

However, this is not the case for young people under 25, more than a quarter of whom are hired on fixed-term contracts (CDD). (May 21, 2021)



Fixed-term contract

CDD : Contrat à Durée Déterminée

A fixed-term contract (CDD) is a contract between an employer and an employee, concluded for a limited period of time in order to carry out a specific task, for one of the reasons authorized by the law. It ends either on the fixed date or in the absence of a precise term when the purpose for which it was concluded is achieved (return of the replaced employee, end of the season, etc.).

It must be written.

Regardless of the reason for which it is concluded, such a contract may not have the purpose or effect of permanently filling a job related to the normal and permanent activity of the company.



When is it possible to hire under this type of contract?

- ✓ In case of replacement of an absent employee ;
- ✓ In case of replacement of an employee who is temporarily working part-time;
- ✓ When waiting for a new employee to take up his or her duties;
- ✓ In case of waiting for the definitive suppression of an employee's position;
- ✓ In case of temporary growth of the company;
- ✓ Due to the nature of the activity (moving, investigation, teaching,)
- ✓ In case of seasonal employment

The employee is entitled to an indemnity

At the end of the contract, known as the precariousness bonus, when the fixed-term contract comes to an end and is not followed by a permanent contract.

It is equal to at least 10% of the total gross remuneration paid during the contract.



Temporary employment contract Contrat d'intérim

The conclusion of a temporary employment contract is only possible for the execution of a precise and temporary task limited in time, called an assignment and only in the cases listed by law.

An employee under a temporary employment contract is therefore an employee hired and paid by a temporary employment company (ETT) which places him/her at the disposal of a user company for a limited period of time.

Temporary workers are entitled to compensation, notably linked to the precariousness of their employment.

This allowance is equal to 10% of the total gross salary received. They also receive a compensatory allowance for paid vacations.





The apprenticeship contract and the professionalization contract / Contrat d'apprentissage & Contrat de professionnalisation

The apprenticeship contract and the professionalization contract are **alternating work contracts**, with a period of training and a period of activity in the company.

Their similar objective is to obtain a professional qualification for the employee.



Le Répertoire National des Certifications Professionnelles (**RNCP**)

	Apprenticeship contract	Professionalization contract
Objectif	Obtain a diploma or an approved title (initial training)	Obtain a diploma or a professional qualification (continuing education)
Target audience	16 to 29 years	16 to 25 years
Compensation	Between 27% to 100% of the SMIC (minimum wage) according to age and the training concerned	Between 55% to 100% of the SMIC (minimum wage)
Eligible training	Diploma or professional title registered with the RNCP	Diploma or professional title registered with the RNCP



Single integration contract

CUI : Contrat Unique d'Insertion

The single integration contract (CUI) is an employment contract concluded between an employer who will receive financial aid and an employee who will benefit from professional integration aid.

It aims to facilitate the hiring of people who have difficulty finding a job :

- ✓ Long-term unemployed / Seniors
- ✓ Disabled workers
- ✓ Beneficiaries of certain minimum social benefits: active solidarity income (RSA), specific solidarity allowance (ASS), disabled adults' allowance (AAH)

The duration of the CUI is in principle limited to 24 months, unless otherwise stipulated by law.

The employment contract can be a permanent or temporary contract and the weekly working time must be at least 20 hours.

The salary is at least equal to the minimum gross hourly wage (€10.48) multiplied by the number of hours worked.



Questions & Answers on the French employment market



How many vacation days do French workers get ?

French employees are entitled to **two and a half days of leave for every month worked**, which equals 25 working days of leave per year.

The employee must have worked for at least one month during a specific time period: from June 1st the previous year to May 31st of the current year.

Jul 15, 2021



Is it easy to fire someone in France?

In France if an employer wants to terminate an employment contract, he must be able to show a **justifiable reason** "cause réelle et sérieuse" and respect the dismissal procedures. These rules are of "public order" so employees cannot contract out of them. A dismissal can only be made by an employer and not a judge.



What jobs are in high demand in France?

The industries currently dominating the employment market are **health and social care, wholesale and retail trade, and manufacturing**.

The most in-demand jobs are expected to be in construction, followed by the accommodation and food sector, and professional services.

Oct 14, 2021



How do RTT days work in France?
'Reduction du temps de travail'

They are also called rest days. When the legal working time became 35 hours per *week* (*La loi n° 1998-461 of 13th June 1998, dite loi « Aubry I »*), the employer had the possibility to keep the previous legal working time (39 hours per week) without paying overtime. ... These days are the RTT.

Questions & Answers on the French employment market



Is it illegal to send emails after working hours in France ?

In France, **if you're a company of 50 employees or more, you cannot email an employee after typical work hours.** T

The labor law amendment was installed because studies showed that in the digital age, it's increasingly difficult for people to distance themselves from the workplace during their official hours. *Jul 15, 2021*



What are the maximum working hours in France ?

Any work over **35 hours a week** is payable as overtime (although there is no entitlement to additional days off).

In any event, employees should not work more than:

- ✓ an average of 44 hours a week during any 12 consecutive weeks;
- ✓ 48 hours during any given week;
- ✓ 10 hours a day. *Nov 17, 2020*



How much is overtime paid in France

Unless special provisions apply, hours worked over and above 35 hours per week are paid as overtime:

+25% for the 36th to 43rd hour

+50% as from the 44th hour.

In France, all workers are entitled to paid leave of 2.5 days per month of actual work with the same employer.



What is considered as night work in France

In France, night work is defined as working between 9.00 pm and 6.00 a.m. It may not, in principle, exceed eight hours a day and 40 hours a week (44 hours if governed by decree or collective agreement).

Employees also receive weekly rest days or extra pay for night work.

Questions & Answers on the French employment market



Minimum wage in France ((known as the SMIC)) per hour 2021

From October 1st 2021, the French minimum wage per hour is **10.48 €** with represents an increase of +2,2% for a full-time job.
This represents a gross amount of € 1590 par month for a 35 hours employment contract
When inflation rises over 2%, the French Government is legally obligated to increase the minimum wage.



How many employees receive the minimum wage in France ?

An estimated 2.5 million workers in France have been impacted by the change, equivalent to 13% of salaried employees.

When we compare French minimum wage to minimum wage in other EU countries ?

The highest gross rates can be found in **Luxembourg** at €2,202 per month, followed by **Ireland** (€1,707), the Netherlands (€ 1,684), and Belgium (€ 1,653).



What is the average salary in France ?

The increase to €1,590 gross consolidates France's position as giving some of the highest minimum wage payments among European Union member states.

France is now the fifth-highest payer in Europe, just ahead of Germany (€1,584).

Average salaries in the private sector in France are €1,940 net per month, using data from INSEE.



What are the top salaries in France ?

People paid more than €4,000 net per month are in the top 10% of earners.

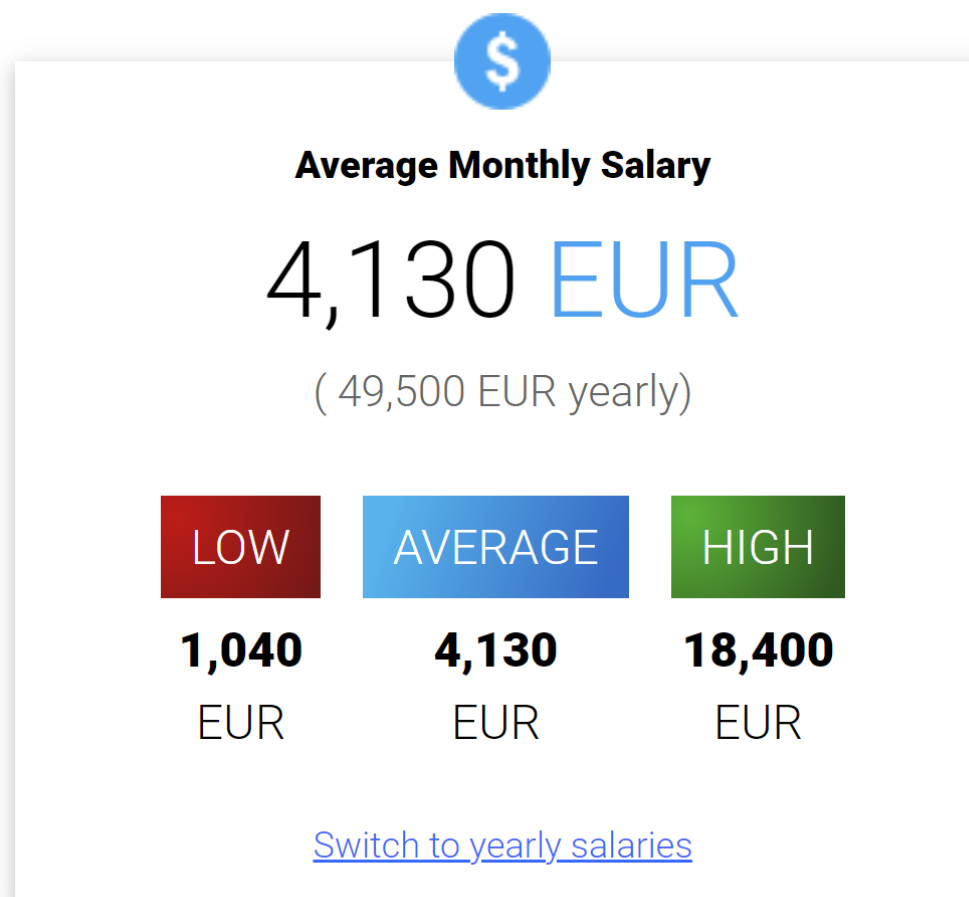
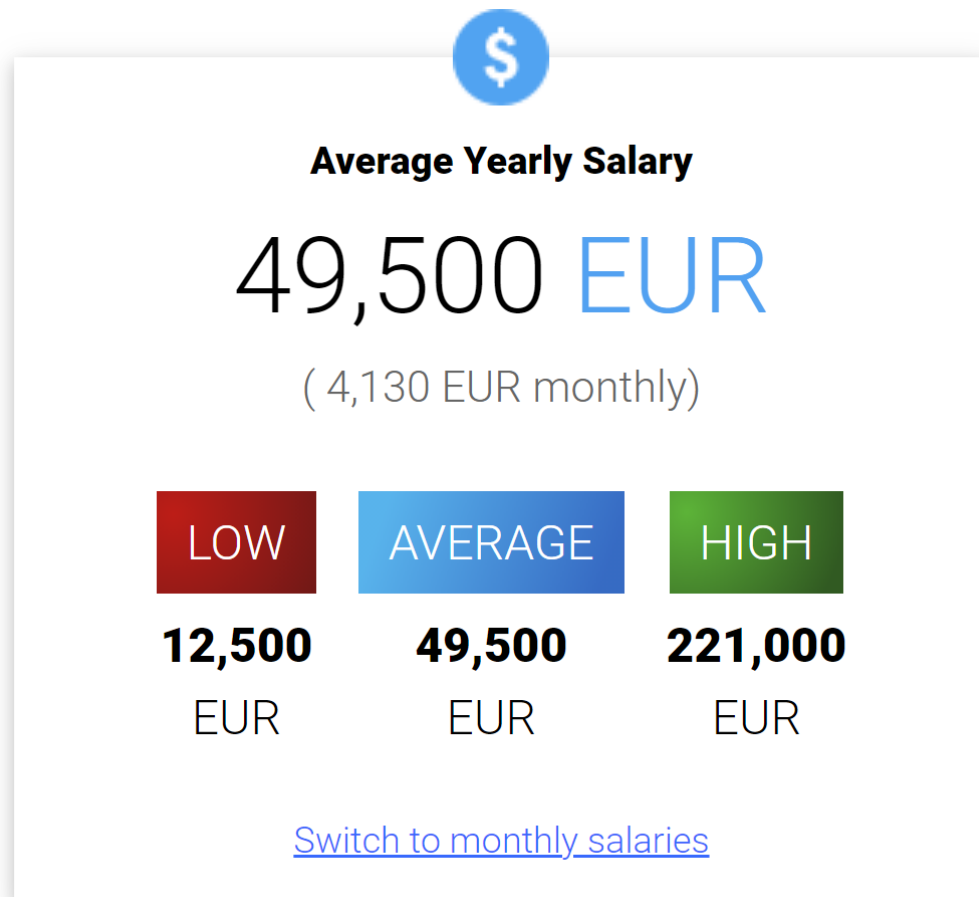
The top 1% are paid more than € 9,200 per month.

French employment market KPI's



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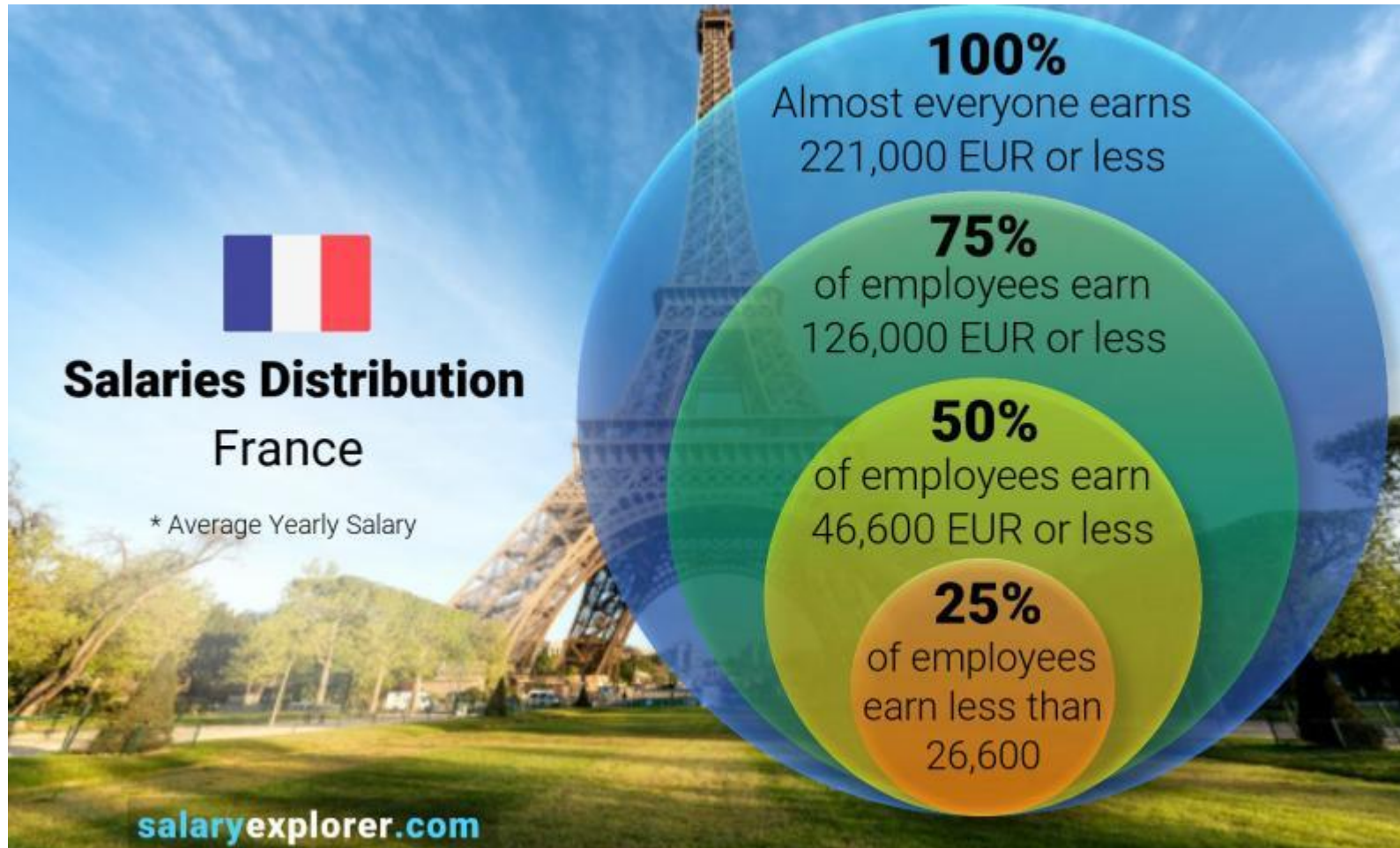
How much money does a person working in France make ?



A person working in **France** typically earns around **49,500 EUR** per year. Salaries range from **12,500 EUR** (lowest average) to **221,000 EUR** (highest average, actual maximum salary is higher).

This is the average yearly salary including housing, transport, and other benefits.

The salary distribution of the French employment market



Salary Range

Salaries in France range from 12,500 EUR per year (minimum salary) to 221,000 EUR per year (maximum average salary, actual maximum is higher).

75%
of the population are earning less than 126,000 EUR while

25%
are earning more than 126,000 EUR.

The salary comparison by Gender



Though gender should not have an effect on pay, in reality, it does.

So who gets paid more: men or women?

Male employees in France earn 6% more than their female counterparts on average across all sectors.

Male	50,800 EUR
Female ▼ -5%	48,100 EUR

Percentage increase and decrease are relative to the previous value

How much are annual salary increment in France?
How often do employees get salary raises ?



France

Employees in France are likely to observe a salary increase of approximately 9% every 15 months.

Bonuses and Incentives



49%

of surveyed staff in France reported that they haven't received any bonuses or incentives in the previous year while

51%

said that they received at least one form of monetary bonus

Those who got bonuses reported rates ranging from **3%** to **5%** of their annual salary

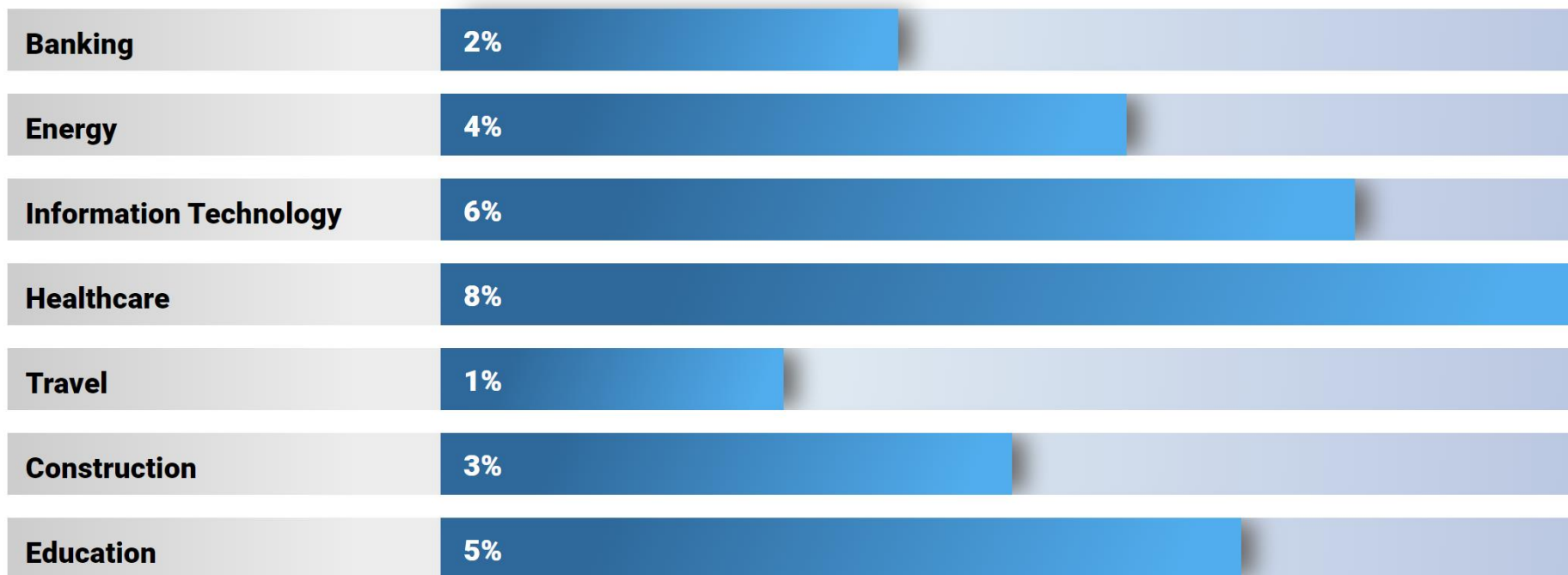
Salary comparison by years of experience



“ On average, a person's salary doubles their starting salary by the time they cross the 10 years* experience mark. ”

Annual increment rate by industry

Annual Increment Rate By Industry 2020



Listed above are the average annual increase rates for each industry in France for the year 2020.

Companies within thriving industries tend to provide higher and more frequent raises. Exceptions do exist, but generally speaking, the situation of any company is closely related to the economic situation in the country or region. These figures tend to change frequently.

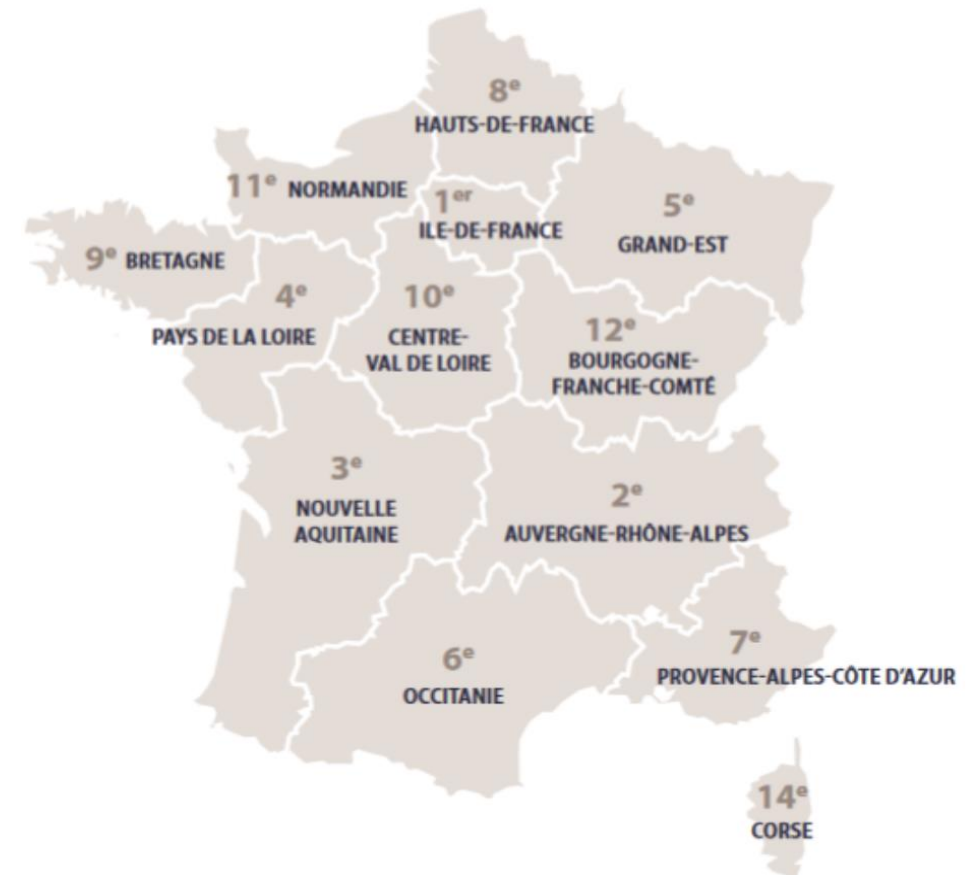
French & Dutch employment markets differences



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France : the employment market facts

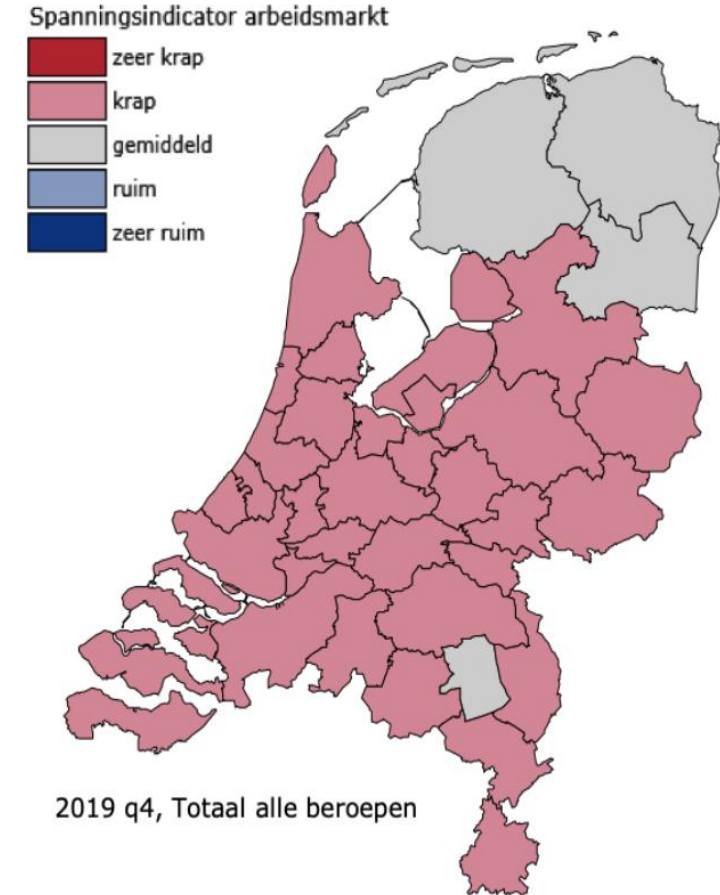
- In 2019, **27 millions** people are employed. Of those employed, 85 % are in permanent jobs. 19% of those employed, worked part-time.
In 2020, the unemployment rate was **8,6%**.
Construction and industry, agricultural jobs, hotel and restaurant, care & support professions are amongst the most sought-after professions.
- Economic activity is projected to rebound **by 5.8% in 2021** and **4.0% in 2022**. After a weak first half of 2021, activity will strengthen as the vaccine rollout accelerates and sanitary restrictions are lifted.



Regions recruiting the most in France

The Netherlands : the employment market facts

- Because of the Corona Virus, the Dutch economy contracted by **4.1%**. Gross domestic product especially saw its largest decline in the second quarter of 2020. *Ecfm year 2021*
The number of unemployed went from **314,000 in 2019** to **357,000 in 2020**, bringing the unemployment rate to 3.8 % of the workforce.
- At the end of 2020, the Social Insurance Administration (UWV) paid out nearly **286,000 unemployment benefits**, an increase of more than 62,000 compared to the end of 2019.
- The Centraal Plan Bureau (Dutch Central Planning Bureau) forecasts economic growth of **2.7% in 2021 and 3,7% in 2022**.



Labour market stress indicator by region in
The Netherlands

France & The Netherlands, employment markets comparisons

France	The Netherlands
Statutory working week of 35 hours	The Dutch usually work a 36-40-hour week
Minimum of five weeks' holiday a year.	Minimum of 20 days holiday a year
French people continue to work 5 days a week	The legal working time is higher: 38 hours/week → many Dutch people ask to work at 80%
The minimum gross salary in France is 1 590 €	The minimum gross salary in the Netherlands is 1684 €.
The French employment compensation and protection system is developed and complete. The duration or the amount of compensation follow strict patterns and regulations that depend on the sector, the activity and the general economy.	The Netherlands' favorable tax environment attracts many companies and thus creates many jobs

France & The Netherlands, employment markets comparisons

As a non-Dutch speaker

- Especially easy in The Netherlands without speaking Dutch
- Dutch citizens enjoy practicing their international skills
- International films & movies in their original spoken languages, undertitled

As a non-French speaker

- It is better to speak French
- French people appreciate when someone speaks French
- Dubbing of all international films & reportage in the French language

What you should know

➤ The Netherlands

Casual / informal work culture :

- ✓ A flat hierarchy
- ✓ Everyone can voice their ideas
- ✓ Possible to contradict in public your hierarchy

A low attention to context :

- ✓ Status is not so important
- ✓ The message is more important than someone's status

Decision process

- ✓ Meeting starting on time, generally well prepared
- ✓ Decision taken in first part of the meetings

Working hours

- ✓ Starting early, going home early
- ✓ Having lunch in 30 minutes

Work & life balance is important

- ✓ Keeps time for the family and sport activities
- ✓ Dutch people need to be happy to perform ...

➤ France

Less casual than in The Netherlands

- ✓ There is a strong hierarchy in France
- ✓ The boss is « officially » always right

Strong attention to context :

- ✓ Status is important

Decision process

- ✓ Meetings starts usually delayed by late arrivals
- ✓ Decision taken, if any, at the end or outside meetings

Working hours

- ✓ Start later than and finish later too.
- ✓ Have from 1:00 to 2:00 hours lunch time
- ✓ Working overtime is more common

Work addict

- ✓ French people need to perform to be happy ...

Contact FIT in NETWORK[®]

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