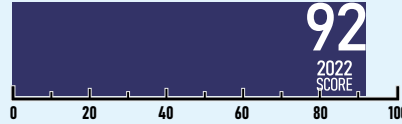


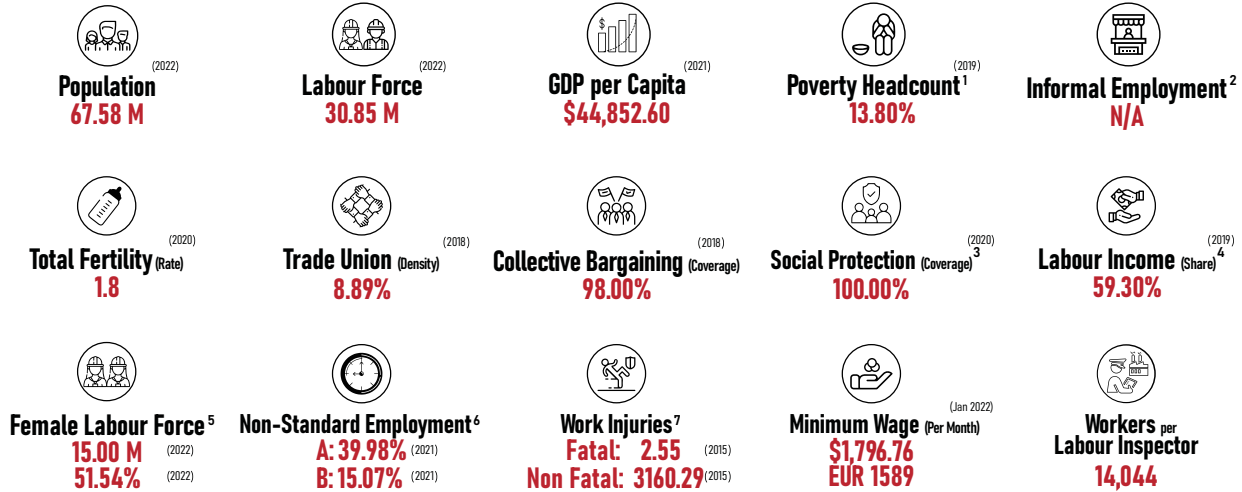


France



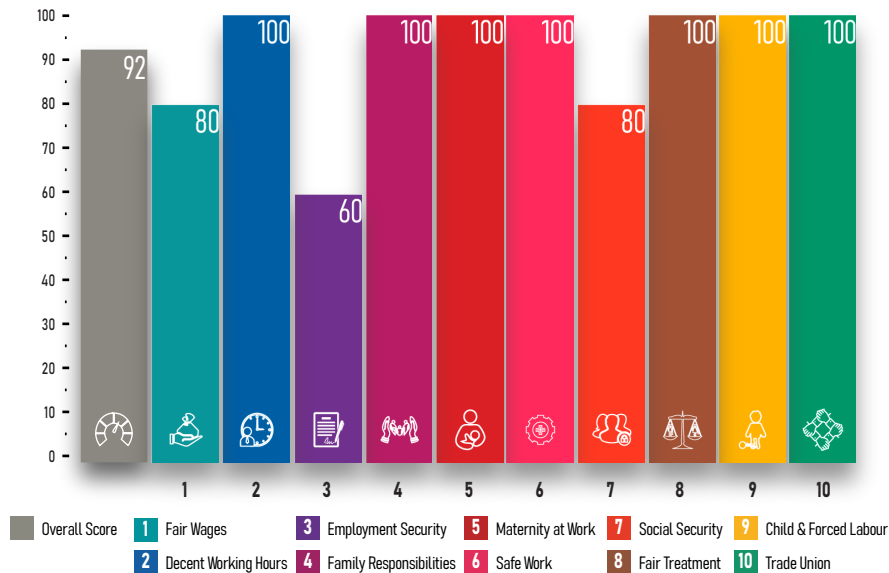
92 2020 SCORE
Western Europe
High Income
Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M=Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

France's overall score is 92 out of 100. The overall score for France is higher than the regional average observed across Western Europe (89). Within the Western European region, the highest score is observed for Belgium (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	SL3231-6 of the French Labour Code	●
	Does the law require regular payment of wages?	Yes	SL3242 of the French Labour Code	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	SL3123-14 of the French Labour Code; Law on Secure Employment of 14 June 2013	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	SL3132-27 of the French Labour Code	●
	Does the law require additional compensation for night work?	No	SL3122-29; SL3122-34; SL3122-39 of the French Labour Code	●
2. Decent Working hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	SL3123-14 of the French Labour Code; Law on Secure Employment of 14 June 2013	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	L3121 - 27 of the Labour Code, 2013	●
	Does the law require a weekly rest of at least 24 hours?	Yes	SL3132-1to3 of the French Labour Code	●
	Does the law require paid public holidays?	Yes	SL3133-1; SL3133-2; SL3133-3 of the French Labour Code	●
	Does the law require at least three working weeks of paid annual leave?	Yes	SL3141-16 and 3142-25-1 of the French Labour Code; Law No. 2014-459, 9 May 2014	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	SL1221 of the French Labour Code	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	SL1242-8, L1251-6 and L1251-12 of the French Labour Code; Law on Social Dialogue and Employment (No. 2015-994)	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	SL1221-19 to 26 on Test Period from French Labour Code	●
	Does the law require a 30-day notice before contract termination?	Yes	Title III: Breach of Permanent Contract of Employment SL1221, L1233, L1234 of the French Labour Code	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	SL1235, L1243-8, L1234-9 to 11 of the French Labour Code; Decree No. 2017-1398 of 25 September 2017	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	SL1225-47 to 60 & SL 1225-62 to L 1225-65 of the French Labour Code; SL 544-1 et seq. of the Social Security Code	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	S9, Gender Equality Act of 4 August 2014; SL1225-4-1 & L3142-18 L1225-35, Labour Code; SL331-8, Code de la Sécurité Sociale	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	SL1225-47 to 60 and L3142 of the French Labour Code	●
	Does the law require paid nursing breaks?	Yes	SL1225-30 to 33 of the French Labour Code	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	SL1142-1 of the French Labour Code	●
5. Maternity at Work	Does the law require paid maternity leave of at least 14 weeks?	Yes	SL1225-17, L1225-29, L1225-21, L1225-22, L1225-23 of the French Labour Code	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	SL1225-16 of the French Labour Code; (Social Security Code L331-3, L331-4, L331-5, L331-6, R3234)	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	SL1225-16 of the French Labour Code; (Social Security Code L331-3, L331-4, L331-5, L331-6, R3234)	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	SL 1225-4 & L 1225-5 of the French Labour Code	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	SR4321-1 to 5; SR4323-95 under the French Labour Code	●
6. Safe Work	Does the law require the employer to train workers on health and safety issues?	Yes	SL4141-1 to 4 of the French Labour Code	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	SL1225 of the French Labour Code	●
	Does the law provide for employment injury benefit?	Yes	SL 411-1 of the Social Security Code	●
	Does the law provide for an old age pension?	Yes	SL 351-1 of the Social Security Code	●
	Does the law provide for a dependants/survivors' pension?	No	SL 342-1, 353-1 & 356-1 of the Social Security Code	●
7. Social Security	Does the law provide for unemployment benefit?	Yes	SL 5423-1 to L 5423-33 of Labour Code; Decree n° 2019-797 of 26 July 2019	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	SL 323-1 of the Social Security Code	●
	Does the law provide for invalidity benefit?	Yes	SL 341-1 of the Social Security Code	●
	Does the law require equal remuneration for work of equal value?	Yes	SL1132-1, L1142-1, L3221 of French Labour Code	●
	Does the law prohibit sexual harassment in employment?	Yes	S222-33 of Penal Code; SL1153 & L4121 of the French Labour Code; Loi N° 2014-873 du 4 août 2014	●
8. Fair Treatment	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	S225 of Penal Code, S1132 & 5212-4 of the French Labour Code; The Professional Future Law of 2018	●
	Does the law allow women to do the same jobs as men?	Yes	S1142-7 to 1142-10 of Freedom to Choose One's Professional Future	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	SL8221-6-1 of the Labour Code; S611-1 of the Social Security Code	●
	Does the law prohibit employment of children?	Yes	SL4153-1 of French Labour Code	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	Ordinance No. 59-45 of January 6, 1959 extending compulsory schooling; SL131-1, Education Code	●
9. Child and Forced Labour	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	SL4153-8 & L3163-2, Labour Code; Decree No. 2015-4443 and Decree No. 2015-4444/7/2022	●
	Does the law prohibit forced labour?	Yes	S225-13 to 16 of Penal Code	●
	Does the law allow workers to form and join unions of their own choice?	Yes	SL2141, 2311-2315 of the French Labour Code; S431-1 of Penal Code	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	S69-71 of the French Constitution; SL2271-L2282 of the French Labour Code	●
	Does the law provide for the right to strike?	Yes	SL2511, L2512 of the French Labour Code	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	SL1132-1 of the French Labour Code	●

Covid 19 and Labour Market in France*

Total Covid Cases	33.23 Million
Total Covid Deaths	151,048
Partial Vaccinated	81.0%
Fully Vaccinated	79.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✓
Add. Unemployment Benefits	✗

Protection from Dismissals	✗
Telework/flexible work	✓
Improved Health Access	✗
Training (activation measures)	✓

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of France on SDG 8.8.2 is 0.51 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change