



EMCC

European Monitoring Centre on Change

France: Public authorities information and consultation on dismissals

[Go to list page](#)

France

Phase:

Anticipation

Type:

Public authorities information and consultation on dismissals

Last modified: 18 June, 2021

Native name: Code du travail

English name: Labour Code

Article

L. 1233-24-1, L.1233-46, L. 1233-53, L.1233-57-12 and L.1233-57-13

Description

Any employer has to notify the labour inspectorate of each collective redundancy plan affecting a minimum of 10 or more employees over a 30-day period. In companies with less than 10 employees, the employer notifies the labour inspectorate in maximum 8 days after sending the dismissal letters to the redundant employees.

If employee representative bodies are present within the company, notification has to be provided to the labour inspectorate the day following the first meeting with the employee representatives. The information provided to the employee representatives are sent to the regional labour authorities at the same time ('Direccte'). On or before the same day, the employer has to notify its intention to launch negotiations on an employment security plan ('Plan de sauvegarde de l'emploi').

In companies with fewer than 50 employees, administrative authorities have 21 days to make sure that existing employee representatives have been informed and consulted in compliance with legal provisions and collective agreements, that worker representatives have been informed of any measures to avoid forced dismissals, or to reduce the number of job reduction and to facilitate employees' redeployment. Finally, the administrative authorities have to check that these measures are properly implemented.

Comments

Obligations of employers seeking external redeployment in case of redundancies: Companies that are not under judicial redress, are not insolvent and have more than 1,000 employees are obliged to attempt to find an investor in the case of a closure of the establishment that would result in collective redundancies (Labour Code, [L.1233-57-14 to L.1233-57-22](#) and [R.1233-15 to R.1233-15-2](#)). In this framework, the employer has to inform and consult the employees' representatives, and immediately the public authorities (Labour Code, [L.1233-57-12](#)) – that will inform the elected representatives of the impacted territory – and also the mayor of the city where the closure is expected (Labour Code, [L.1233-57-13](#)).

Cost covered by

Not applicable

Involved actors other than national government

Other

Involvement others







Labour inspectorate

Thresholds

Number of affected employees:

2

Sources

-  [Labour Code \(Article L. 1233-24-1\)](#)
-  [Labour Code \(Article L.1233-46\)](#)
-  [Labour Code \(Article L. 1233-53\)](#)
-  [Labour Code \(Article L.1233-57-12 and L.1233-57-13\)](#)
-  [Governmental website on Labour law 'La procédure en cas de licenciement collectif pour motif économique' \(in French\)](#)
-  [Governmental website on Labour law 'Fermeture d'un établissement : obligation de rechercher un repreneur' \(in French\)](#)

Useful? Interesting? Tell us what you think. 

Eurofound welcomes feedback and updates on this regulation

Your name *

E-mail *

More information?

Homepage

Subject

Comment *

Save

Preview

European Monitoring Centre on Change - EMCC

[About EMCC](#)

European Restructuring Monitor

- [About the European Restructuring Monitor](#)
- [Restructuring events database](#)
- [Restructuring support instruments](#)
- [Restructuring related legislation](#)
- [Restructuring case studies](#)
- [ERM publications](#)

European Jobs Monitor

Labour market research

Case studies

Future of Manufacturing in Europe (FOME)

European Observatory on Quality of Life - EurLIFE

European Observatory of Working Life - EurWORK

Quick links

- Legal information
- Data protection
- Environmental policy
- Cookies
- Subscriptions
- Multilingualism
- Templates for Eurofound reports
- Eurofound style guide
- Management Board extranet
- Map - how to get to Eurofound
- FAQ
- Sitemap



Contact us

Eurofound, Wyattville Road, Loughlinstown, Co. Dublin, D18 KP65, Ireland

Phone: (00) 353 1 2043100

E-Mail: information@eurofound.europa.eu

Press: media@eurofound.europa.eu



MEMBER OF THE NETWORK OF EU AGENCIES



EUROFOUND ACHIEVES EMAS REGISTRATION



EUROFOUND IS AN AGENCY OF THE EUROPEAN UNION



[Access to internal documents](#) | [Financial information](#) | [Archives](#) | [Information centre](#) | [RSS feeds](#)

© EUROFOUND 2023

