



# EMCC

European Monitoring Centre on Change

## France: Time off for job search

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 France

Phase:

Management

Type:

Time off for job search

 Last modified: 22 March, 2023

Native name:

Code du travail

English name:

Labour code

### Article

L. 1233-71 to L. 1233-76

### Description

In general, there is no legal provision which grants employees time off for job search during the notice period. Such provisions, however, may be part of a sectoral or a company-level agreement, or they are stipulated by common practice in the company or the unilateral agreement of the employer.

An exception to this rule applies for workers in large companies (more than 1,000 staff) who have been dismissed on economic grounds. They are eligible for time off for job search, so called [redployment leave](#) (*congé de reclassement*). It is the employers' responsibility to inform the employees concerned (or their representatives if more than 10 employees are to be dismissed) about the possibility to take redeployment leave and about the conditions of the suggested action (purpose, remuneration and benefits, status). Employees are given eight days to reply to this proposition. In case of a positive reply, the employee's file is treated by a specialised agency in charge of analysing the candidate's profile, conducting an interview and suggesting suitable measures. The agency will support the employee to find a new job and can also propose some training.

The leave may last 4 to 12 months and is taken during the notice period. It can be extended beyond 12 months in the framework of a company-level agreement on an employment security plan concluded by the social partners. The employee is released from any other tasks during that time. The employment contract with the employer terminates at the end of the leave or when the employee finds a new job. During this leave, employees receive their regular remuneration from the employer.

If the training leave exceeds the notice period, the employer continues to pay a part of the employee's original wage, which may not be less than 65% of their last gross salary over a 12-month reference period and not below 85% of the national minimum wage (€1,293.03 as of January 2019).

### Comments

No information available.

#### Cost covered by

Employer

#### Involved actors other than national government



Works council

#### Thresholds

Company size by number of employees:

1000

## Sources

-  [Labour code \(Articles L.1233-71 to L.1233-76\)](#)
-  [Governmental website on Labour law \(Congé de reclassement\), in French](#)

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