

NEW YEAR, NEW ACTIONS TO BE TAKEN

Date: 3 February 2020

Labor, Employment and Workplace Safety Alert

By: Christine Artus, Anne Ragu

Main French news in 2020:

- The new French employee representative body called the CSE has now replaced the current "Employee Delegates" ("Délégués du Personnel") in companies with at least 11 employees and the three bodies, "Employee Delegates", "Works Council" and "Health, Safety and Working Conditions Committee" in companies with at least 50 employees.
- Introduction of a EUR 10 tax to be paid by employers for each fixed-term employment contract concluded as from January 1st, 2020.
- Possibility of concluding "multi-replacement fixed-term employment contracts" ("CDD multi-remplacement") on an experimental basis and in certain sectors of activity.
- Appointment of a sexual harassment contact person and a disability contact person in companies with at least 250 employees.

View the full alert [here](#).