



# France

## How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
<b>Working Hours</b>	35 hours weekly, additional hours trigger overtime	35 hours weekly	Flexible working hours
<b>Overtime Compensation</b>	Every hour beyond the weekly 35 hours. Payment varies between 110% and 150% of regular wages	125% minimum pay and/or time off in lieu of remuneration for overtime	150% remote first overtime pay for the entire overtime
<b>Paid Time Off</b>	30 days annually Up to 2 additional days for certain employees with extended working hours	Up to 10 additional days off	Unlimited time off with statutory minimum
<b>Public Holidays</b>	11 public holidays, only Labour Day must be paid	All public holidays paid	Additional time off for Christmas and Easter

## General Benefits

<b>Pension</b>	Social Security covers this through Pension* and Old Age insurance**		Up to 5.5% additional monthly contributions
<b>Healthcare</b>	Mutuelle (private health insurance for all employees)	Private health insurance covering dependents	Dental and vision insurance
<b>Flexible Working</b>	3 days a week minimum if remote work possible	Hybrid model (WFH 1-3 days weekly or as desired)	Flexible working hours or WFH full-time
<b>Home Office Budget</b>	Work from home allowances and compensations are in place when the employee doesn't have an office at their disposal	Ergonomic consultation and workstation	€100 allowance and ability to request additional equipment
<b>Life Insurance</b>	Prévoyance is mandatory for managers in all industries and to all employees in certain industries	Providing all employees with Prévoyance regardless of the industry	
<b>Transportation</b>	50% of commuting expenses on public transport	Full cover of a second-class transportation card	Full cover for first-class transport or company car
<b>Profit Sharing</b>	Profit-sharing plan negotiated as part of a collective bargaining agreement***	Bonus plans, such as 13th month pay, year-end or performance-based bonuses	Bonus plans, such as 13th month pay, year-end or performance-based bonuses
<b>Meals</b>		Coffee, tea, snacks. Lunch vouchers, tax free up to €5.55.	Subsidised or free breakfast and/or lunch; weekly drinks
<b>Education &amp; Training</b>		Budget for conferences, seminars or mentorship programs	Monthly allowance for training, courses, books or language courses
<b>Wellness Program</b>		Employee Assistance Programme, gym membership	Coaching, massages, language lessons, yoga

## Leave

<b>Sick Leave</b>	33 days at 80% of gross salary + paid leave after 4th day, covered by Social Security at 50-90% of earnings, capped at €51.70 per day	Pay for first 3 days of illness	Top up to 100% of salary
<b>Maternity Leave</b>	16 weeks off, 26 after 3rd child. The pay, covered by Social Security is an average from the 3 previous months, capped at €95.22 per day.	Top up to full compensation	Up to 8 additional weeks
<b>Paternity Leave</b>	25 calendar days off, 3 of them paid by the employer, the rest by Social Security, capped at €95.22 per day.	Top up to full compensation	Additional 4-8 weeks paternity leave
<b>Adoption Leave</b>	16-22 weeks depending on number of existing and adopted children. The pay, covered by Social Security, is capped at €95.22 a day.	Top up to full compensation	Additional 4-8 weeks adoption leave
<b>Parental Leave</b>	Full time or part time unpaid parental leave, available for one year. Additional 310 days off if the child has a serious illness		
<b>Family Leave</b>	Child birth or adoption: 3 days Wedding or civil union: 4 days Child's wedding: 1 day	Additional time off for other life events, such as moving houses, child's graduation, charity work	
<b>Carer Leave</b>	2 days paid leave to care for a child with disability or chronic pathology 3 months unpaid**** leave to care for a disabled relative	Paid leave when taking care of sick children Top up of the daily caregiver allowance	Additional to unlimited paid time off to care for sick children
<b>Bereavement Leave</b>	2-7 days paid by the employer, varying on relationship. Paid by employer on regular rate.	Additional 1 to 2 weeks of paid time off	Unlimited paid time off
<b>Sabbatical Leave</b>	6-11 months unpaid leave if employee has been with the company 36 months	One month paid sabbatical	Sabbatical paid for 1-3 months
<b>Business Creation Leave</b>	Up to one year full or part-time unpaid leave to take care of a new business, eligibility applies		