

Country Snapshot: France



Overcoming Workforce Management
Obstacles in France

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Compliance reigns supreme

Employee rights are key

- Codified – complex labor law
 - Code du travail (French labor code)

Employee representatives

- Work councils or employee delegates

Language requirements

- French language is mandatory

The El Khomri law

- Permits a companywide collective bargaining agreement to be adopted by referendum of a majority of employees actually participating in the vote

Business and government¹

Degree of influence

- The French government has substantial influence in the areas of business and media;
 - French government officials also have a reputation for being somewhat rigid in their process for getting things done. Therefore, it can be important to develop relationships within the French government bureaucracy in order to gain access to top-level decision makers.

Barriers to doing business

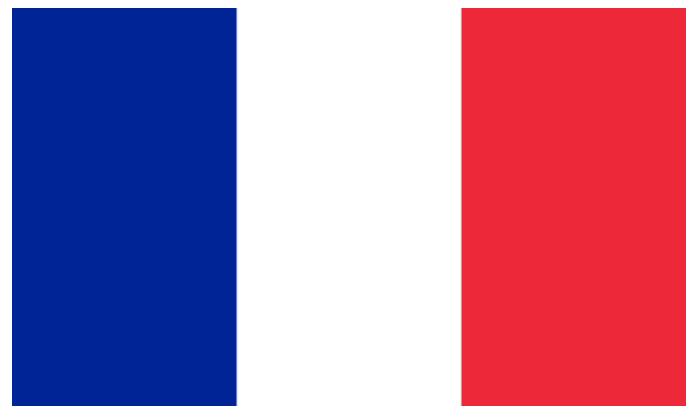
- High tax rates and strict labor laws are commonly cited as barriers to doing business in France

Business ethics

- The French attitude toward corruption tends to be somewhat more relaxed compared to other Northern European countries

Attitude toward business

- Remember that while French culture does not promote “workaholicism,” executives often work long hours
- Quality of life is important to the French, and work must not intrude too much into one's personal time with family.



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¹ *GlobeSmart Culture Guides*, GlobeSmart, (April 21, 2020), found at www.globesmart.com/products/culture-guides/.