

REFORM OF THE FRENCH LABOR CODE:
LIMITATION OF COMPENSATION FOR UNFAIR DISMISSAL

Company with more than 11 employees:

<i>Seniority of the worker in the company</i>	<i>Minimum compensation (in months of gross salary)</i>	<i>Maximum compensation (in months of gross salary)</i>
0	-	1
1	1	2
2	3	3
3	3	4
4	3	5
5	3	6
6	3	7
7	3	8
8	3	8
9	3	9
10	3	10
11	3	10,5
12	3	11
13	3	11,5
14	3	12
15	3	13
16	3	13,5
17	3	14
18	3	14,5
19	3	15
20	3	15,5
21	3	16

22	3	16,5
23	3	17
24	3	17,5
25	3	18
26	3	18,5
27	3	19
28	3	19,5
29	3	20
30 años y más	3	20

Source : « Ordonnance relative à la prévisibilité et la sécurisation des relations de travail » (August, 2017)

Company with less than 11 employees:

<i>Seniority of the worker in the company</i>	<i>Minimum compensation (in months of gross salary)</i>	<i>Maximum compensation (in months of gross salary)</i>
0	-	1
1	0,5	2
2	0,5	3
3	1	4
4	1	5
5	1,5	6
6	1,5	7
7	2	8
8	2	8
9	2,5	9
10 años y más	2,5	10

Source : « Ordonnance relative à la prévisibilité et la sécurisation des relations de travail » (August, 2017)

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The purpose of the present note is merely informative and does not take into account the specificities that may arise in every case. For complete and tailored information specific to your particular case, a professional advice is recommended.

Our firm is at your disposal to advise and accompany you in your project developing of your activity in France.