

# Course : Labor law, the essentials for managers and HR professionals

Practical course - 2d - 14h00 - Ref. DRO

Price : 1320 € E.T.

★★★★☆ 4,8 / 5

BEST

Integrating the fundamental principles of employment law into your management is a major asset. At the end of these two days, you will be able to identify the specific features of the different types of contract, their clauses and obligations, as well as the procedures for breaking them and the associated risks.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understanding the legal environment
- ✓ Supporting employees' career development
- ✓ Respect work rhythms and working hours
- ✓ Preventing risks
- ✓ Maintaining social dialogue within the company

## Intended audience

Managers and executives in charge of teams.

## Prerequisites

No special knowledge required.

## Practical details

### Hands-on work

Case studies and group discussions based on professional cases encountered by participants.

## Course schedule

### PARTICIPANTS

Managers and executives in charge of teams.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## 1 Finding your way around legislation

- Find your way around the French Labor Code.
- Search for legal information.
- Comply with collective and company agreements.

### Exercise

Discussions based on real-life cases of information retrieval.

## 2 Understanding different employment contracts

- CDI and CDD employment contracts.
- Temporary work, part-time work, subcontracting.
- Specific features and constraints of each contract.
- The trial period: principle, duration, start, remuneration, renewal, early termination, end.

### Exercise

Case studies on different employment contracts and monitoring the trial period.

## 3 Identifying the key stages in the employment contract

- Room for maneuver when it comes to changes in labor relations.
- Working hours: legal working hours, effective working hours.
- Organization of working hours: applicable legal provisions, fixed day rate, individualized working hours.
- Managing employee misconduct: different types of misconduct, sanctions.

### Exercise

Identify contract changes that can be made without the employee's agreement and those that require the employee's agreement. Identify employee misconduct and know how to deal with it.

## 4 Managing the termination of an employment contract

- Resignation, abandoning a post: the different types of resignation, notice periods and consequences.
- Negotiated departure, individual and collective severance agreements: principles, beneficiaries, remuneration.
- Redundancy: conditions, procedure...

### Exercise

The different situations in which employment contracts can be terminated.

## 5 Assessing employer responsibilities and risks

- Principles of responsibility.
- Civil and criminal health and safety penalties.
- Work and commuting accidents.
- Bullying, overwork and discrimination.

### Exercise

Identify the risks of employer liability. Know how to avoid employer liability.

#### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

#### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

## 6 Communicating with social partners

- The role of employee representatives.
- Managing the social and economic committee (CSE).
- The rights and duties of elected representatives.

### Exercise

Reflection on relations with social partners and their importance within the company.

## Dates and locations

### REMOTE CLASS

2026 : 16 Apr., 18 May, 22 Sep., 1 Oct., 6 Oct.,  
17 Dec.

### PARIS LA DÉFENSE

2026 : 18 May, 1 Oct., 17 Dec.