



ESSDC WG 2

Fixed-term contract in the sport sector in France

FIXED-TERM CONTRACT IN FRANCE

NON-PROFESSIONAL SPORT

- **3 types of fixed-term contract:**
 - General one
 - « Seasonal » fixed-term contract
 - « Intervention » fixed-term contract
- ⇒ Obligation: written contract



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■ General fixed-term contract

- **General rule: maximum 18 months with a precise term (2 renewals)**
- **Precise conditions:**
 - Replacement (*no precise term possible*)
 - Temporary increase in activity
 - “Subsidised” contracts
 - Season (*sport season excluded!*)
- **Trial period:**
 - 1 day per working week (but can't exceed 2 weeks) if the contract is concluded for 6 months or less
 - 1 month maximum if the contract is concluded for more than 6 months

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■ General fixed-term contract

➤ **Breach modalities**, 5 cases:

- At the employee's initiative: open-ended contract
- Agreement between employee and employer
- Exceptional circumstance
- Severe misconduct
- Medically stated incapacity

➤ **Bonus** received by the employee at the end of the contract = 10% of the total amount received

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- **« Seasonal » fixed-term contract**
 - Duration of the contract related to the season (weather, tourism but sport season excluded!)
 - No bonus at the end of the contract
 - Other rules are the same as the general fixed-term contract.



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- **« Intervention » fixed-term contract**
 - Organisation of large-scale national and international sporting events/competitions in a limited timeframe related to the duration of the event
 - Maximum of 60 hours/week but can't exceed 3 consecutive weeks
 - Specific bonus received by the employee at the end of the contract = 10% of the total amount received
 - Other rules are the same as the general fixed-term contract.

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■ « Specific » fixed-term contract

- « Brillard » Law of 27th November 2015
- For professional sportsmen and -women and their trainers (+referees and judges employed by sport federations)
- Duration:
 - **Minimum=12 months (sport season)**
 - ⇒ Derogations in the Law: contract signed during the season until the end of the season, replacement in case of suspended contract, replacement of an employee put at the disposal of a sport federation as a member of a national team
 - ⇒ Modalities defined by the NCA or discipline-specific agreements or regulatory provision of the federation/league
 - **Maximum=5 years renewable**