ZEDRA Local Country Guide Employee Leave Administration

France

Reports

The ZEDRA Leave Administration global service will provide a real-time account of all authorised/reported leave/absence via the system & app. A monthly output of all local Leave's will be provided on/by the agreed date on the Leave Management calendar. These are available in English language:

- Annual Leave
- Public Holidays
- Réduction du Temps de Travail (RTT) Days
- Marriage/Union (Employee)
- Marriage/Union (Employee's Child)
- Death of a Spouse
- Death of a Child
- Death of a Parent
- Death of a Sibling
- Death of a Stepparent
- Death of a Grand Parent or Grand Child
- Child Sickness Leave
- Child Disability Leave
- Child Bereavement Leave
- Carer's Leave
- Maternity Leave
- Paternity Leave
- Parental Leave
- Parental Presence Leave
- Adoption Leave
- Family Solidarity Leave
- Sickness or Disability

- Training Days
- Jury Duty
- Time off to Vote
- Charity/Volunteering Leave
- Sabbatical Leave

Country Specific Commentary

Leave and absence categories may vary according to local legislation, applicable collective bargaining agreements and individual employer policies.

Additional country-specific leave categories or arrangements may apply and can be incorporated into the Global Leave Administration service where required, subject to the agreed scope of services.

In France, statutory annual leave and RTT days are distinct absence categories and may operate under different reference periods. Applicable collective bargaining agreements and company arrangements may also provide additional leave categories.

Local System Functionality

The standard Leave Administration module can be supplemented with the Time module offering some Time Entry/Exit recordings at an additional charge.

Additional Services

It is possible that additional local services may be required in specific local countries to support the global standard operating model. Below is a list of additionally chargeable services for your consideration:

- Time Module.
- Leave benchmarking study.