La Kanzlei

Required action for your French subsidiary company

Arbeitsrecht



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We would like to briefly draw your attention to two innovations in France which may lead to an urgent need for action at your subsidiary:

1. **Equality**

From 1 March 2020, companies with at least 50 employees will have to publish an index on their website, which will provide public information on the measures taken to implement the principle of equality. Failure to comply may result in a substantial fine (up to 1 % of the gross total wage bill). Further information can be found here.

Required action:

- Examination of whether the threshold value has been reached
- Calculation of the gender equality index'
- Publication on the homepage

2. **Data protection**

As of May 2020, France is expected to face tougher sanctions from the French Data Protection Authority (CNIL) regarding compliance with European data protection in the context of employment relationships. In particular, companies may be examined to see whether they have expressly informed their employees in detail about the nature of personal data and the way in which they are handled in accordance with Art. 13 and 14 of the GDPR. Here, too, there is the threat of substantial fines.

Required action:

- Creation of an information sheet for employees

- Internal distribution and corresponding documentation

If you do not know exactly how to implement both measures or if you do not want to spend time on them, please contact us.

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