

FRENCH EMPLOYMENT LAWS

We wish to stress to you the strict nature of French employment laws, of which the latest modifications became effective 26/06/2011 (law 2011-672) which must be respected in all occasions for individuals working on French territory.

These laws apply to everyone, including the contractors and booth builders upon whose services you may decide to rely on while in Cannes.

Any person whose services you rely on (decorators, booth builders, etc.) must be formally employed and declared as such with the French authorities in due form. Should this law not be respected, the authorities could hold you responsible.

1 - Obligations of foreign companies in relation to the French administrative authorities:

- The French Labour Code provides that whenever a contract for the performance of work is concluded and the work is for an amount of at least 5000 €, all principals or project owners are required to verify that their co-contractor complies with its obligations concerning the employment of foreign workers.
- At the time the contract is concluded, a principal or project owner who has an obligation to make such verifications, must obtain from its co-contractor a list of the names of the foreign workers employed by the co-contractor which are required to hold the prescribed work authorization. This list, which must be prepared on the basis of the sole personnel register (registre unique du personnel), must state for each employee : his/her hire date, his/her nationality, the type and order number of the permit granting the authorization to work.
- If the mandatory verifications are not made, the principal or project owner will be jointly and severally liable with its co-contractor.

2 - Obligations and liability of a company in the event a subcontractor employs foreigners who do not hold work authorization:

- Non-compliance with this due diligence obligation will cause the person who enters into the contractual relationship to be jointly and severally financially liable with its co-contractor and the relevant subcontractor for the payment of amounts owed on the grounds of illegal employment of foreigners.
- We wish to alert you about this situation so that you can ensure that anyone, any company, etc, which works for you or your company in Cannes, does so in an official and legally correct manner.
- Companies and their subcontractors who perform work during the installation and removal stages are also required to provide their employees, or temporary employees, with the following personal protective equipment (PPE) (Article R 4311-12 of French Labor Code) :
 - Work clothing,
 - Gloves appropriate for the work performed,
 - Hard hats in conformity with standards,
 - Safety shoes (outer + steel toe),
 - Safety harness in conformity with standards if collective protective devices cannot be used (Article R-4323-61 of the French Labour Code),
 - Welding face shields and safety goggles to be used during welding, hauling and grinding work.

Each company is responsible for compliances with these provisions, as well as for maintaining this equipment and keeping it in good condition.

If these prerequisites are not met, SEMEC, the concession holder for the site, acting through Marché du Film, may refuse access to the site to workers who are not wearing the required PPE.

WE STRONGLY SUGGEST THAT YOU INFORM YOUR DECORATOR / CONTRACTOR / SUPPLIER OF THIS INFORMATION WHEN CONTRACTED.