



## SUMMER JOBS : APPLICABLE RULES AND FORMALITIES

Young **people over 14** can be hired as part for a summer job during school or university holidays.  
For young people over the **age of 18 (major)**, the rules of common law apply.

### AGED FROM 14 TO 16 ANS

#### WHAT FORMALISME ?

- The employment contract must be countersigned by the legal representative of the minor;
- The authorization of the Labour Inspector must be requested at least **15 days** before the hiring;
- The contract can only be concluded during school holidays of at least **14 working days**;
- The contract must allow the young person to have a continuous rest of at least half of the holidays (**example: contract of 1 month maximum over 2 months of vacation**).

#### WHICH WORKSTATION ?

The young person can only carry out light work, not likely to harm his safety, health or development (no work sites).

#### WORKING TIME ?

##### Maximum working hours:

- 7h per day ;
- 35h per week.

##### Minimum rest periods :

- 30 min after 4:30 consecutive working hours;
- 14 consecutive hours per day;
- 2 consecutive days per week including Sunday No work between **8 pm and 6 am or on public holidays** (except exceptional exceptions).

#### WHAT REMUNERATION ?

Subject to less than **6 months' experience** in the industry: SMIC [legal minium wage] minus 20%\*.

### AGED FROM 16 TO 18 ANS

The employment contract must be countersigned by the legal representative of the minor.

Some work is prohibited or regulated by the **Labour Code** (work at heights, electrical hazards).

##### Maximum working hours:

- 8h per day ;
- 35h per week.

##### Minimum rest periods :

- 30 min after 4:30 consecutive working hours;
- 12 hours a day;
- 2 consecutive days per week including Sunday No work between **8 pm and 6 am or on public holidays** (except exceptional exceptions).

- Subject to less than **6 months of industry experience\*** :
  - SMIC reduced by 10% between **17 and 18 years**;
  - SMIC reduced by 20% before **17 years**.

### IN ALL CASES

- Conclusion of a written "**CDD**" with all mandatory information (**reason, duration, etc.**).
- Completion of the **Hiring Medical Examination** (VIP) prior to hire.
- Completion of the **Preliminary Declaration the hiring**.
- Entry in the personnel register.

No end-of-contract allowance if the young person has not completed his or her education and fixed-term contract shall not exceed the duration of the holiday.

**\*Except for more favourable contractual provisions.**