

UNDERSTANDING THE EMPLOYMENT TRIBUNAL

The employment tribunal is a specialised judicial court.
Created in 1806, its mission is to render decisions regarding individual disputes at work.

WHO?



- Lay magistrates from the working world, employees and employers
- Appointed on suggestion of representative professional and trade union organisations
- Gender parity of applications is compulsory

WHAT?

Following an attempt at conciliation, they render decisions on disputes concerning labour relations.



Leave



Wage



Dismissal



Severance payments, provided by law and identical for all, should not be confused with damages in the event of unfair dismissal, which are decided by the employment tribunal.

HOW?

The individuals involved in the dispute may represent themselves or be represented by:



a lawyer



an employee or employer from the same field of activity



their spouse, civil partner or common law spouse



a trade union advocate

HOW MANY?

210

employment tribunals in France

18 MILLIONS

individuals in employment in France

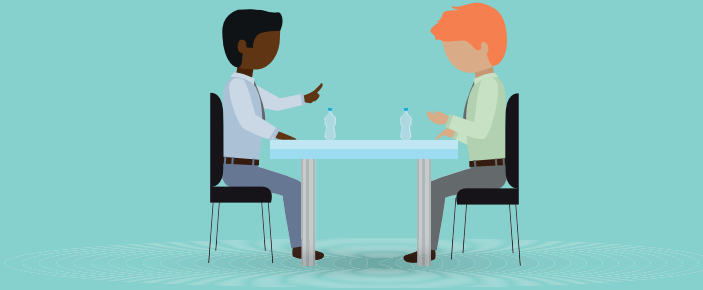
150 000

cases per year

14 512

employment tribunal members

■ WHAT NEEDS TO EVOLVE TO STRENGTHEN SOCIAL AND ECONOMIC DIALOGUE:



Give more opportunity to conciliation and resolve more disputes before moving on to the judgment phase



Accelerate case processing times



TODAY,

severance pay is identical for all, but damages which are awarded in addition in cases of unfair dismissal can vary up to threefold



TOMORROW,

equality among employees will be ensured through the regulation of damages* (except in the event of harassment or discrimination, etc.)

* Calculated based on the average amount of damages observed today