

# CH 5. LE CONTRAT DE TRAVAIL

## I. DEFINITION DU CONTRAT DE TRAVAIL

Convention par laquelle une personne, le salarié, s'engage à travailler pour le compte et sous la direction d'une autre personne, l'employeur moyennant une rémunération, le salaire.

Trois éléments permettent de déterminer l'existence d'un contrat de travail :

- ❖ une prestation de travail effective et réalisée au profit de l'employeur ;
- ❖ le versement d'une rémunération en contrepartie du travail ;
- ❖ un lien de subordination juridique : exécution du travail ; sous l'autorité de l'employeur qui donne les ordres, qui contrôle son exécution et qui sanctionne les manquements de son subordonné.

## II. CONCLUSION DU CONTRAT DE TRAVAIL

### 1. Forme du contrat de travail

<b>Un écrit</b>	Obligatoire pour tous les contrats, seul le CDI à temps complet peut être non-écrit sans disposition conventionnelle. Contraire et sous réserve du respect des formalités liées à l'embauche.
<b>Rédigé en français</b>	Même si le contrat est exécuté à l'étranger. Le salarié étranger peut en demander une traduction dans sa langue natale.

### 2. Conditions de validité

<b>Capacité à contracter des parties</b>	<b>Employeur</b> : personne physique (majeure) ou morale. <b>Salarié</b> : personne physique (si mineur non émancipé, le consentement du représentant légal est nécessaire).
<b>Consentement des parties</b>	<b>Personnel et réciproque</b> . Il ne doit pas être forcé par l'erreur (fausses affirmations), le dol (manœuvre frauduleuse) ou la violence (menaces, pressions).
<b>Objet et cause du contrat de travail</b>	<b>Naissance d'obligations</b> , chacune des obligations doit être possible, déterminée ou déterminable et licite (c'est-à-dire non contraire à l'ordre public et aux bonnes mœurs).

### 3. Obligations des parties

<b>Obligations de l'employeur</b>	<b>Obligations du salarié</b>
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# Le Guide Commenteacute Des Contrats De Travail

**Michal Rosen-Zvi**



## **Le Guide Commenteacute Des Contrats De Travail:**

## Decoding **Le Guide Commenteacute Des Contrats De Travail**: Revealing the Captivating Potential of Verbal Expression

In a period characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Le Guide Commenteacute Des Contrats De Travail**," a mesmerizing literary creation penned by way of a celebrated wordsmith, readers attempt an enlightening odyssey, unraveling the intricate significance of language and its enduring affect our lives. In this appraisal, we shall explore the book is central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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