Local Version: France
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1 Quick Facts

Here you find general information about France.

To succeed in the French market place, you are required to meet certain requirements:

- Understanding the culture, customs, and conditions of the French markets;
- Considering French legal frameworks, French language and lifestyles;
- Meeting a wide range of business requirements;
- Complying with a wide-range of French HR reporting standards, tax calculations and laws;
- Providing documents addressing French compliance.

Thus doing business in France can be challenging.

That’s where SAP comes in: by working together with our large customer base, which includes both French and multinational companies based in France, our dedicated French Product Managers monitor legislative reforms and business trends to ensure that SAP reacts quickly to help you run your business better. SAP is also working closely with French Administrations (GIP-MDS, DGFiP)

Key Strengths

- Standard Local version since the 4.6C release;
- Legal compliance for business transactions;
- Dynamic rollout strategy for legal changes;
- Dedicated Local product managers in France;
- Large customer base including French and multinational companies based in France;
- Solution for Public and Private Sector;
- Add-on for Training Needs Management (TNM) and French Examination (CEX);
- Employee Self Services scenario;
- SAP/ADP Interface;
- Concurrent Employment for the Personnel Administration;
- Personal administrative change during a month;
- Retroactivity without limitation.

Challenges

- Highly complex regulatory framework;
- Short-term legislative reforms;
- Legal changes are frequent, sketchy and applicable on very short notice;
- Diversity and complexity of contribution schemes;
- Each year a new version is defined for the Declarations of Social Data (DSN, PASRAU, N4DS).
Legal Compliance

<table>
<thead>
<tr>
<th></th>
<th>Human Capital Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Complexity Ranking</td>
<td>High Complexity</td>
</tr>
<tr>
<td>Frequency of Legal Changes</td>
<td>Dynamic, over the year</td>
</tr>
<tr>
<td>Official Local Language</td>
<td>French</td>
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</tbody>
</table>

Language

All SAP ERP HCM sub-modules are translated in French.
French labor law, known under the term “Droit du travail” or “Droit Social” is complex and very extensive. The French labor legislature also does not wait until case law is at an advanced stage, but instead takes an immediate and direct active role in labor matters.

French labor law also distinguishes between labor law individual and collective rulings. Individual labor law governs issues concerning the legal relationships between the employer and employee, while collective labor law deals with the social welfare conditions of the organization, as well as employee representation and unions.

Essentially, French law consists of written directives that are termed the legal bases. These are directives passed by or between states at national level but can also refer to the jurisdiction of national or international courts. These also include, however, directives defined at local level such as directives passed by municipal authorities or the regulations of professional associations, as well as agreements such as collective agreements or contracts, and finally, simple common law.

This grouping is divided into a hierarchy of standards.

A new directive:
- must comply with the directives of the next highest level,
- can modify existing directives at the same level,
- abolishes conflicting previous directives from the next level down.

Based on the principle of advantage, the employee always benefits from the most advantageous rulings in any given case.

Since the normative effect of the collective agreement only ever defines the minimum conditions, the employment contract may contain more beneficial clauses. However, there are exceptions: the collective agreement can also deviate from the law to the disadvantage of the employer, but only if this is expressly permitted under the legislation and only if limits are defined (the main area of application here is working time).
3 Supported Legal Requirements

The HCM Local Version for France supports the functionality required for calculating the payroll in accordance with current legislation, conventions, collective agreements, and corporate practices in force in France. Thus in addition to the international infotypes that cover functions for Human Resources, some France-specific infotypes have been created to comply with France’s legal framework.

<table>
<thead>
<tr>
<th>Standard Infotypes</th>
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</thead>
<tbody>
<tr>
<td>• Organizational Assignment (0001)</td>
</tr>
<tr>
<td>• Recurring Payments/Deductions (0014)</td>
</tr>
<tr>
<td>• Data Specifications (0041)</td>
</tr>
<tr>
<td>• ...</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Standard Infotypes with France-Specific Views</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Addresses (0006)</td>
</tr>
<tr>
<td>• Personal Data (0002)</td>
</tr>
<tr>
<td>• Family Member/Dependents (0021)</td>
</tr>
<tr>
<td>• Contract Elements (0016)</td>
</tr>
<tr>
<td>• Termination (0713)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>France-Specific Infotypes</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Social Insurance (0064)</td>
</tr>
<tr>
<td>• Profit Sharing (0098)</td>
</tr>
<tr>
<td>• Pension Fund Number (0218)</td>
</tr>
<tr>
<td>• Work Stopped (0424)</td>
</tr>
<tr>
<td>• Social Insurance Statement (0233)</td>
</tr>
</tbody>
</table>

**i Note**

Thus all the required French Data and Process for Human Resources can be handled in the SAP ERP HCM solution of France.

Moreover you can cover your own French company-specific requirements by adjusting settings in Customizing.

You can find an overview of the critical French specific infotypes / views below:
<table>
<thead>
<tr>
<th>Infotype</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0002</td>
<td>Personal Data</td>
</tr>
<tr>
<td>0004</td>
<td>Challenge</td>
</tr>
<tr>
<td>0006</td>
<td>Address</td>
</tr>
<tr>
<td>0016</td>
<td>Contract Elements</td>
</tr>
<tr>
<td>0021</td>
<td>Family Member/Dependents</td>
</tr>
<tr>
<td>0064</td>
<td>Social Insurance</td>
</tr>
<tr>
<td>Infotype</td>
<td>Definition</td>
</tr>
<tr>
<td>----------</td>
<td>------------</td>
</tr>
<tr>
<td>0080</td>
<td>Maternity Protection/Parental Leave</td>
</tr>
<tr>
<td>0217</td>
<td>Employment contract: addit. data</td>
</tr>
</tbody>
</table>
| 0424     | Work Stopped (F)                     | With this infotype you enter a non-productive time which will in turn trigger the calculation of the Social Insurance Sick Pay (SISP) so as to compensate the absences. The existing subtypes are as follows:  
  - MAL for illness  
  - ATT for work accident  
  - MAT for maternity and parental leave  
  - DSP Pregnant Woman with dispense of work |
| 0425     | IJSS Summary (F)                     | This infotype lets you enter the amount of Social Security Sick Pay (Indemnité Journalière de Sécurité Sociale- IJSS) recorded on the IJSS summary sent by the Sickness Insurance Fund (Caisse primaire d’assurance maladie) (in accordance with the work stoppage – work stoppage compensation mechanism). The amount of Social Security sick pay paid is recorded on this slip for each period of absence. |
| 0435     | ITF ADP 309 Free Format              | This infotype is used to store data specific to ADP interface.  
This infotype is designed to let you enter components of a personal file not already mapped, i.e. which do not appear in the infotypes or in the French payroll results. |
<p>| 3340     | Corrections Infotype                 | This infotype has been designed to add, change and delete the data of the DADS or AED type NADS declaration. |
| 3403     | Fiscal Data                          | This infotype allow to store fiscal data i.e tax rate received from the Tax office. |</p>
<table>
<thead>
<tr>
<th>Infotype</th>
<th>Definition</th>
</tr>
</thead>
</table>
| 3412     | DAQ Generic Infotype DAQ Generic Infotype | With this infotype, you can transmit the data in blocks of the S89 structure of the DSN. These blocks are block 32 Fees Beneficiary (blocks 33, 35 and 43 included), blocks 87 and 88. There is a subtype for each block:  
  - S89.G00.33 Avantage en nature  
  - S89.G00.32 Bénéficiaire honoraires  
  - S89.G00.89 Bons de souscription  
  - S89.G00.87 Actions gratuites  
  - S89.G00.88 Options sur titre  
  - S89.G00.35 Prise en ch. indemnités  
  - S89.G00.43 Rémunérations |
4 Human Capital Management Requirements and Payroll for France

4.1 Payroll

The functions in the HCM Local Version for France ensure that you can process payroll efficiently and cost-effectively with the use of the Payroll Control Center. Payroll clerks can still access HR-related employee data and ensure that payroll runs smoothly by using built-in simulation functions.

The standardization of all payroll processes and the integration of human resources processes with other components, such as Financials and Controlling, drastically minimizes the number of manual entries that your HR employees are required to make.

4.1.1 Social Insurance Contributions

All the French specific legal requirements for Social Insurance Contributions are supported:

- Calculation of employer and employee contributions and of the contribution amounts performed by means of the payroll function FCCO
- Calculation of pro rata contribution limits for part-time employees
- Automatic management of monthly thresholds values (“Tranche Sécurité Sociale”)
- Automatic reset of bases
- Progressive adjustment of balance (“Régularisation Progressive”)

Monitoring along KPIs

- Payroll data validation throughout the payroll period based on master data validation and simulated payroll results
- Payroll validation via dedicated policies which are assigned to specialists and administrators automatically. Policies are grouping of validations dedicated to area of expertise (e.g.: tax, garnishments, gross payroll, etc)
- Process manager monitors the progress of resolving payroll data quality issues

Payroll

- Run Productive Payroll

Follow up processes

- Communication with finance and external parties
• Calculation of the Social working days ("Jours Sécurité Sociale") performed by means of the payroll function FCDAY
• Calculation of contributions taking into consideration splits caused by a change in social insurance obligations performed by means of the payroll function FSVAV
• Creation of the contribution results table (table RECOT) which supports the reporting, declarations and statements
• Results stored in specific French Payroll tables usable for potential French official audit purpose
• General Reduction
• Social and Fiscal Reintegration
• No taxable overtime

This complex social insurance framework in France requires a highly flexible customizing which is provided in a simple way by SAP in our Implementation Guide. Below an overview of all the customizing features which can be used for the French contribution calculation.

All these customizing are used in the standard French Payroll schema F000 to provide a Run Simple contribution calculations flexible for the Payroll Clerks.
4.1.2 Sick Pay

The payroll process in the HCM Local Version for France covers the French requirements related to sick pay. The IJSS are calculated and then reintegrated. The retroactivity concept within SAP HCM supports complex procedures for calculating social and fiscal amounts as well. Gross Up (in French Maintien au net) is done, IJSS are reintegrated in the Net Pay if subrogation is activated.

To help you deal better with absences due to sick pay, the calculation of sick pay is flexible. For example, calculation can occur based on any of these criteria:

- The calendar year,
- The “year on year” or
- The anniversary year

In France, since continued pay is calculated according to the seniority, the category, and the status of the employee, HCM Local Version for France allows you to make your calculations to meet these requirements.

Sick pay (IJSS) calculations are complex; HCM Local Version for France also includes the determination of the balance between the IJSS deducted by the employer from the employee during non-productive time and the IJSS actually reimbursed.

4.1.3 Paid Leave

HCM Local Version for France allows you to calculate paid leave and its different aspects flexibly: recovery of leave entitlements, leave accounting, and leave valuation. The features and functions of each are detailed here.
4.1.4 Withholding Tax

From January 1st, 2019, all French employers have to, on a monthly basis, deduct income tax from employees' earnings, and pay this amount to the Tax Office. The complete process requires several steps.

**Determination of the Tax Rate**

French employers have to retrieve, using a dematerialized file provided by the Tax Office, the tax rates of employees on a monthly basis, or on demand for new hires.

The dematerialized files are provided by the Tax Office in return of each monthly DSN sent.

SAP Local Version for France handles this requirement:
- Retrieval of the employee’s tax rates from the Tax Office. It can be made using Machine to Machine or Upload. This integration is made, in both modes, using the program RPUDSNF1-B2A Dashboard for DSN.
- Assignment of the tax rates in Infotype 3403-Fiscal data

In case the employer did not receive the tax rate of an employee, it is his responsibility to determine a theoretical tax rate according to scoring models provided by Tax Office.

The scale figures are published once a year by Tax Office (III Article 204 H CGI).

SAP Local Version for France handles this requirement by using a table view V_T5FPASBAREME-Default deduction at source scales.
Determination of the Taxable Pay

The taxable, or a “potential” taxable pay in case of doubts on the taxability or not of an amount have to be determined in regards of the income tax amount. The Tax Officee requirements of the income tax amount is highly complex:

- For apprentices and trainees, the part of the taxable pay received for a given contract with an employer is not taxable under a yearly limit.
- Some earnings taxable but not included in the taxable pay of the employee (i.e Daily Allowance (IJSS)) have to be considered when evaluating the exoneration.

SAP Local Version for France handles these requirements by using in the French Payroll Schema:

- The payroll function FPAS which evaluates information related to PAS;
- The RETAX table result used to store the elementary wage types and attributes that have been used to determine the different information related to PAS (fiscal taxable pay, ...) for a given period;
- The PAS table result which is used to store amount of PAS to be declared.

Declaration of the Taxable Pay

French employers have to declare to the Tax Office, by using the format DSN or PASRAU, the individual amount of each employee and the total amount collected to be paid.

SAP Local Version for France handles these requirements by using the Electronic payroll reporting statement DSN.

4.1.5 Clarified Payslip

Starting January 1, 2018, all French employers have to produce the payroll payslip for their employees with a presentation clarified for the part “contributions”.

It allows the employees to have a better understanding of their payslip:

- The employer and employee social protection contributions are regrouped within 5 large families:
  - Health
    - Accidents at work and occupational diseases
    - Retirement
    - Family - Social Security
    - Unemployment Insurance
- The other contributions under the employer’s responsibility (social package, payment transport, solidarity contribution autonomy etc.), are grouped on one and the same line: “Other contributions due by the employer”.
- The overall amount of reductions and exemptions from social security contributions granted to the employer (reduction general, reduction in the rate of the contribution of family allowances, etc.) are grouped on one and the same line: “Easing of contributions”.
- The total amount paid by the employer (remuneration and social contributions corresponding) are grouped on one and the same line: "Other contributions due by the employer".

SAP Local Version for France handles these requirements by using the flexible and Run Simple customizing of the HR Form Editor (PY-XX-TL).

## 4.2 Training Needs Management

Every French company, whatever its size, must take part in the financing of the vocational training of the employees by paying a contribution to the OPCA (Organisme Paritaire Collecteur Agréé – an accredited fund-collecting agency). Thus every year a training plan gathers the “whole” of the training activities defined within the framework of the policy of staff management of the company.

The Training Needs Management enhancement for HCM Local Version for France covers all the process and reports of this France-specific requirements as stated by law.

To be compliant, Training Needs Management includes functions that enable you to create training plans, training needs, course objects; and to maintain them. It also provides an integration with the booking process, including the integration to time management and payroll resulting from the involvement of trainers and trainees assigned to courses. In addition, you can generate forecast training plans as snapshots and actual plans, compare training plans, and valuate and consolidate costs.
This enhancement uses the principles of the standard HCM Personnel Development component and the SAP Learning Solution as well.

For more information on the Training Needs Management solution, see also the guides published in the SAP Publication Repository.

### 4.3 French Examination

The French Examination solution (CEX Concours et Examens) is designed as an enhancement of the standard e-Recruiting solution. In France, the main entry in public sector is through a nationwide competitive examination process (known as the external examination). SAP’s French Examination solution meets France’s public sector-specific requirements. For example, it covers the entire organization of the examination process, from the application process, through examination, up to the selection of the candidates.

### 4.4 French Public Sector

In the France-specific Public Sector solution, you can run payroll for a civil servant and use the following public sector-specific function:

- Record and track all positions a civil servant has had during his or her career in the French administration;
- Define the working time according to the special regulations valid in the French Public sector, especially take into account the part-time rules and the concept of “type of activity” (in French: “modalité d’activité”);
- Calculate the basic pay and the absences according to the French public sector requirements;
- Store the family income supplement paid to civil servant for their dependent children and spouses;
- Manage the career of the agent, including their internship (“stage” in French). This career management system relies on a classification in grades and steps.
Some specific infotypes for Public Sector have been created to comply with the French requirements. Below is an overview of the critical French specific infotypes / views for the Public Sector:

<table>
<thead>
<tr>
<th>Infotype</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0429</td>
<td>Administrative Position</td>
</tr>
<tr>
<td>0430</td>
<td>Fam. Allowance for Processing</td>
</tr>
<tr>
<td>0431</td>
<td>Basic Pay</td>
</tr>
<tr>
<td>0432</td>
<td>Type of Employment</td>
</tr>
<tr>
<td>0552</td>
<td>Time Specifications/Employment Period</td>
</tr>
<tr>
<td>0553</td>
<td>Calculation of Employment Period Infotype</td>
</tr>
</tbody>
</table>
### Infotype

<table>
<thead>
<tr>
<th>Infotype</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0601</td>
<td>Absence History&lt;br&gt;This infotype allows you to store agent absences to be retrieved so that agent salaries may be maintained in accordance with Public Sector regulations.&lt;br&gt;In addition, this infotype allows for reloading in the system for maintaining agent salaries.</td>
</tr>
<tr>
<td>0860</td>
<td>Sanctions / Offense&lt;br&gt;An agent in the Public Sector may be given a sanctions which falls on the competent administrative body.&lt;br&gt;This infotype allows you to manage the final decision to grant this sanction.</td>
</tr>
<tr>
<td>0861</td>
<td>Honors and Decorations&lt;br&gt;An agent in the Public Sector may be given an honor (award) or decoration which falls on the competent administrative body.&lt;br&gt;This infotype allows you to manage the final decision to grant this award/decoration.</td>
</tr>
<tr>
<td>0863</td>
<td>Verdict&lt;br&gt;In the French Public Sector, each administrative event triggers a verdict which is subject to a process of validation.&lt;br&gt;This infotype allows you to support a dynamic management of data in function of each verdict.</td>
</tr>
</tbody>
</table>

### 4.5 Concurrent Employment

In general, Concurrent Employment is defined as an employment situation in which an employee has several personnel assignments with an employer. The employer may be a company, a group of companies, or an enterprise. The personnel assignments may occur simultaneously, and the tasks required may vary from job to job.

The Concurrent Employment solution provided by HCM Local Version for France delivers a technological framework that enables you to manage Concurrent Employment for the key functional area French Personnel Administration:

- Each employee can have multiple personnel assignments. A personnel assignment describes the work that the person needs to do, at what time the work is to be done, and how that work is to be paid, among other characteristics.
- Data Sharing: a permanent record of personal information, including the person’s name and address, is kept independent of the individual assignments.
- Recognizing a Person’s Previous Employment: each personnel assignment is linked to the person.
- Integration of Person ID into the User Interface: to see if a person has several personnel assignments, you can display an overview of all personnel assignments.
4.6 Payroll Control Center

Every organization wants to ensure that its employees receive the correct payroll payments. The Payroll Control Center helps you to reach this goal by providing system support for checking your master data and payroll-relevant data before or after payroll runs.

Adoption of HCM Declustering Tools has been delivered for the payroll result clusters for HCM Local version for France (SAP Note 1884525 - HCM Declustering Tools: Support of France Payroll Clusters). This feature leverages all the benefits of the Payroll Control Center.

Thus, the functions and features of the Payroll Control Center allow you to do the following in the HCM Local Version for France:

**Process Management**

Payroll admins can run payroll simulations, view results, run checks, run productive payroll in steps (release payroll, trigger payroll run, posting simulation, payroll checks and exit payroll), print pay statements, generate bank files, print checks and post payroll results to finance or review off cycle payrolls.
The tool comes handy in reviewing the current status of the payroll. The upcoming processes tab shows the processes which are due or overdue. The upcoming processes can be started and moved to active processes tab where can be run and confirmed a step at a time.

It is possible to review results at every step. Once the last configured process step is confirmed by the payroll manager, the process moves to the completed processes tab. The completed processes can be revisited any time (deleted from backend) to view the results.

**Monitoring**

The process generates the test results, shows errors in the payroll and help payroll manager to assign, automatically or not, the errors to the payroll administrator as well as monitor the resolutions of the errors. Monitoring processes can be assigned as a step-in productive payroll run process for robustness of payroll process.
Error Resolution

You can allow your payroll users to easily find problems in master data and payroll results at, for example, the employee number level. In your implementation of the Payroll Control Center, you determine which data is checked for which employees and in which step of the entire payroll process.

For each check, the Payroll Control Center then finds those employees who do not pass the check successfully and allows your payroll users to investigate the cause.
4.7 SAP/ADP Interface

The SAP/ADP interface is used to outsource the ADP French payroll engine ZADIG to ADP.

Released in 1999, the ADP French payroll engine ZADIG supports, for example, the following functions:

- Deferred month
- Net payroll calculated by ADP and sent back to SAP
- An FI/CO interface
- Different process models

HCM Local Version for France contains the basic data required for the payroll. This data is extracted and converted to the ZADIG format in a sequential file using the interface Toolbox (transaction pu12).

The resulting file after encryption and compression is automatically sent to ADP via the communication station.

This formatted data can be used to perform a payroll run on ZADIG. Designed as an open interface, ZADIG has its own exits to allow for functional enhancements.

The payroll results obtained are stored in a new sequential file which is sent back by ADP and then imported in SAP format and saved in the SAP system as if the payroll run had been launched in SAP.

This mechanism therefore ensures seamless integration with other SAP components such as FI/CO and the provision of payroll results for reporting purposes.
4.8 Electronic Payroll Reporting Statement DSN

From January 1, 2017, any French private employer have to comply with the new procedure of social data reporting called “Déclaration Sociale Nominative” (electronic payroll reporting statement, or DSN for short) in France. French Public employers gradually replace the old electronic payroll reporting statement N4DS with the DSN, with a completion date set on January 1, 2022.

The DSN is a unique legal document:

- produced each month, based on your company’s payroll run.

The purpose of this file is to communicate, to the 20 or so relevant French Social and Fiscal organizations, the information required for managing employee social insurance and the withholding tax. The monthly DSN reflects the company’s financial situation at the time its payroll was executed and records any events that occurred within the month that impact payroll.
produced when a non-working event occurs for an employee.

In order to guarantee the continuation of an employee’s entitlements, three event reports are issued for those cases where this is necessary:

- Non-productive time in case of illness, maternity leave, paternity leave or work accident
- Resumption of work following non-productive time, if the actual date on which work was resumed differs from the provisional date that was transmitted during the non-productive time,
- End of employment contract

delivered via a Web services in a single file through an XML format to the GIP-MDS.

The mechanisms used to manage data exchanges between HCM Local Version for France and the GIP-MDS are those found in the standard SAP B2A-BusinessTo Administration component. The B2A dashboard for DSN program is therefore offered as an extension of this component to show and monitor all DSNs and their corresponding statuses for an employee. It provides a more user-friendly way in which to monitor B2A processes as well as more exhaustive possibilities for configuring exchanges, especially through its role-based concept.
5 Information Repositories

SAP provides multiple information channels to the HCM Local Version for France of your SAP ERP application (SAP ERP and S/4 HANA).

HCM Local Version Page France

The Local Version Page France application gathers multiple links to follow the latest news, improvements, legal changes, and documentation for SAP ERP software that’s localized for you.

SAP Help Portal

A dedicated page for the Payroll France (PY-FR) gathers information concerning the specific features of the HCM Local Version for France for Private Sector in the SAP Help Portal.

A dedicated page for the Payroll France (PY-FR-PS) gathers information concerning the specific features of the HCM Local Version for France for Public Sector in the SAP Help Portal.

HR Support Packages and CLC Local Version Legal Changes in HCM

Every quarter or so a France-specific HCM Local Version Legal Change (CLC) Packages is delivered, roughly four a year; it includes relevant legal change, corrections and enhancements.

A dedicated page for the HR Support Packages and CLC Local Version Legal Changes in HCM gathers the information.

Announcement of Legal Change

The Announcement of Legal Change application assists you to keep your system compliant with the latest legal requirements. The application provides an overview of the upcoming legal changes and allows you to specify the corresponding completion status or relevancy of a legal change for your business.

Be it from regular notifications on the upcoming legal changes for France or details if SAP would deliver the legal change, this application covers it all. You can also determine the frequency of notifications and receive it via E-mail or an SMS.

All SAP customers can access the Announcement of Legal Change via the SAP ONE Support Launchpad.

You can have further detailed information regarding a French specific legal change and also scan through implementation notes. You also have a provision to maintain your implementation status for a French legal change. The enhanced filter options enable you to customize your notifications and results for the HCM Local Version for France:

- APSRACountry/Region = France(FR)
- Component = PY-FR, PY-FR-PS
- OnPremise

You can find a step-by-step guide on how to use the announcement of legal change application here.

You can also find a step-by-step guide on how to use the announcement of legal change application here.
Publication Repository

Find all France-related information (French and English) to access French-specific documentation to support your implementation and to follow the official communication with the SAP French User Group (USF).

The enhanced filter options enable you to select the results for the HCM Local Version for France:

- **Type** = Document
- **Language** = All
- **Region** = Europe
- **Country** = France

SAP Legal Change Notes

The SAP Legal Change Notes application track new or updated SAP Legal Change Notes for France.

The application can be opened via the tile “SAP Legal Change Notes” in the SAP ONE Support Launchpad. Alternatively the app can be called directly.

The enhanced filter options enable you to select the results for the JHCM French Local Version for France:

- **Country/Region** = France
- **SAP Component** = PY-FR

We encourage you to check all the SAP Notes delivered in the France-specific components as listed here.

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