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What can an individual employer do if his employee breaks an object?

Verified 28 November 2025 - Public Service / Directorate of Legal and Administrative Information (Prime Minister)
The individual employer is **responsible** damage caused by his employee at home.

If it considers that the damages committed by the employee are **volunteers**, the individual employer may penalize it by warning, a lay-off or a dismissal. This will be the case, for example, when the employee breaks **voluntarily** a vase.

The employer **cannot hold back** the price of the broken item on the employee's salary, nor ask him to refund the item. The **financial penalties** are **prohibited**.

In addition to his insurance civil liability the employer can take out professional liability insurance to cover the damage caused by his employee.

Who can help me?

Find who can answer your questions in your region

Administrative information by phone - Allô Service Public

 For more information on this subject, you can contact Allô Service Public.

Attention: the service does not have access to users' personal files and therefore cannot provide information on their progress.

He **does not respond** questions on unemployment compensation and approaches to the **France Labor** (formerly Pôle emploi), the **public servants** or **contract workers** of the **fcivil service**, the amount or payment of **contributions** social, wage or employer.

 **Lundi** : de 08h30 à 17h30

Mardi : de 08h30 à 12h15

Mercredi : de 08h30 à 12h15

Jeudi : de 08h30 à 17h30

Vendredi : de 13h00 à 16h15

 Service **Free**

 The informants who answer you belong to the ministry in charge of labor.

Statute and miscellaneous references

Civil Code: article 1242 (https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000032041559/?lang=en)

Liability of the individual employer for damage caused by his employee at home

Labor Code: Articles L1331-1 to L1331-2 (<https://www.legifrance.gouv.fr/codes/id/LEGISCTA000006177887/?lang=en>)

Financial penalties



Additional topics



Individual employer: home help (personal services) (<https://www.service-public.gouv.fr/particuliers/vosdroits/N19602?lang=en>)

Service Public

Dismissal of a home worker employed by an individual (<https://www.service-public.gouv.fr/particuliers/vosdroits/F1745?lang=en>)

Service Public

Official website of the individual employer and employee

(<https://www.urssaf.fr/accueil/particulier/particulier-employeur.html?lang=en>)

Urssaf Caisse nationale (ex-Acoss)