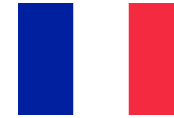
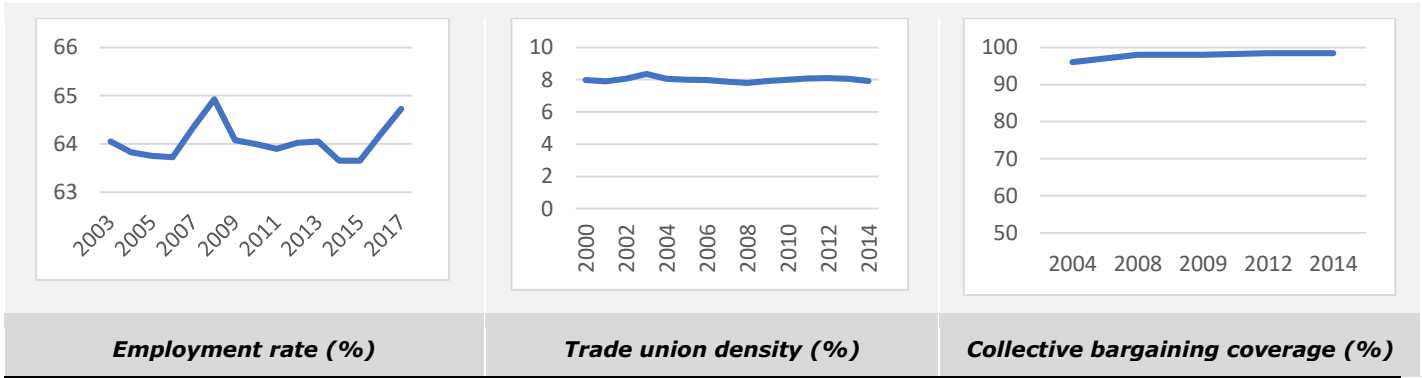


# Enhancing the Effectiveness of Social Dialogue Articulation in Europe (VS/2017/0434)



## France

### General indicators for labour markets and industrial relations\*



### National social dialogue

<ul style="list-style-type: none"> <li>• <b>State-centred regime</b> of industrial relations</li> <li>• Representativeness criteria of social partners</li> <li>• Strong union culture reinforced with constitutional preambles</li> <li>• <b>CFDT, CGT, CGT-FO, CFTC, CFE-CGC, UNSA</b>: main trade union confederations</li> <li>• <b>MEDEF, CPME, U2P</b>: main employer associations</li> </ul>	<ol style="list-style-type: none"> <li>1. Recent reforms on the organisation of social partners</li> <li>2. Decentralisation of collective bargaining</li> <li>3. Social protection, working conditions, digitalisation, skills and ageing</li> <li>4. Priorities impacted by national social and political context</li> </ol>
<b>Industrial relations and main cross-sectoral actors</b>	<b>Priorities and issues</b>

### Sectoral social dialogue: priorities and main issues

<ul style="list-style-type: none"> <li>• Shift towards less binding agreements</li> <li>• Working time/organisation (e.g. Sunday work), working conditions, seasonal workers</li> <li>• Negative perception of effectiveness of social dialogue</li> </ul>	<ul style="list-style-type: none"> <li>• Collective bargaining as the common outcome</li> <li>• Health &amp; safety, working conditions, attracting youth to the sector, skills &amp; training, social dumping</li> <li>• Joint positions of organisations could be effective, but complicated to achieve</li> </ul>	<ul style="list-style-type: none"> <li>• Very institutionalised social dialogue setting</li> <li>• Working conditions, skills &amp; training of teachers, gender equality</li> <li>• Effectiveness is perceived negatively: more consultations than before, but much less negotiations take place</li> </ul>	<ul style="list-style-type: none"> <li>• Different priorities between different sectors (private, public and non-profit)</li> <li>• Resource shortages affecting social dialogue process and its effectiveness</li> <li>• Wages, recognition of skills and responsibilities, quality of life at work</li> <li>• Social dialogue considered less effective than before</li> </ul>
<b>COMMERCE</b>	<b>CONSTRUCTION</b>	<b>EDUCATION</b>	<b>HEALTHCARE</b>

### Interaction with EU level social dialogue structures

<ul style="list-style-type: none"> <li>• Moderate to strong involvement at the European-level social dialogue (depends also on the sector)</li> <li>• Close associations with EU-level social partner organisations</li> <li>• Limited involvement of social partners in the European Semester process</li> </ul>	<p><b>Main priorities</b></p> <ol style="list-style-type: none"> <li>1. Shared perception that social dialogue is getting too formalised and not effective</li> <li>2. Further challenges due to political reforms and social conflicts</li> <li>3. Industrial action is common, yet new strategies for social partners might be needed</li> </ol>
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### Further information

Akgüç, M., Jacquot, M. and N. Lopez-Uroz (2019). "Social Dialogue Articulation and Effectiveness: Country Report for France" EESDA Deliverable 3.2, Brussels.

\*Sources: Employment rate for population aged 15-64, trade union density and collective bargaining coverage data are taken from the OECD.