

# French Social Actors confronting Temporary Agency Work

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## TAW in France compared to other countries

	Agency Work penetration rate (% , 2007)	Sale Revenues (billions €, 2006)
France	2,5	20
Germany	1,6	9
Netherlands	2,8	9
UK	4,8	36
Japan	2,1	25
USA	2,0	87

*source : CIETT, The agency world industry around the world, 2007 and 2009 edition*

## TAW and other Non Standard Work Contracts in France

	2004	2005	2006	2007	2007 (effectifs, milliers)
TAWorkers	1,9	2,1	2,2	2,1	547 000
Apprentices	1,2	1,3	1,3	1,4	353
FixedTerm contracts (subsidized contracts included)	8,2	8,4	8,2	8,5	2 156
Part timers	16,7	17,1	17,2	16,4	4 185
Total employed	100	100	100	100	25 628

# Profile of agency work in France

- The employer side
  - ❖ A highly concentrated sector
  - ❖ Main users: car industry, construction
  
- The employee side
  - ❖ Young male, blue collared, unskilled
  - ❖ Very short assignments (but frequent renewal ?)

# Industrial relations system: the French Paradox 1

- ❑ a very low rate of unionization < 8% of the total labour force
- ❑ a high coverage by collective agreements  $\pm$  80%
- ❑ The temporary work agency sector increases the paradox
  - ❖ *Unionization < 1%*
  - ❖ *An intensive collective bargaining for TAW regulation*

## Industrial relations system: the French Paradox 2

- ❑ *a narrow relationship between Work Law and Collective agreement*
- ❑ *old and new examples*
  - ❖ *1972 : the first French law reproduced an agreement Manpower – CGT*
  - ❖ *Since then, many sector-wide agreements supplemented the legislative framework: training, welfare and pension schemes*
  - ❖ *the September 2005 sector-wide agreement implemented the January 2005 social cohesion law*
  - ❖ *today: legislator is currently debating to translate the January 2008 agreement into the labour law (to give to agencies an umbrella function)*

# The employers organization

- ❑ The employer association is PRISME
- ❑ 50 % of firms do not belong to PRISME
  - ❖ these 50% represent only 10% of the total revenue of the sector
  - ❖ it's the black side of temporary agency work (short-lived agencies, difficult to control them, working as outlaw).

## The employers aims (PRISME strategies)

- the permanent aims:
  - ❖ to be respectable: a « good » social welfare to TAWs
  - ❖ to have permanent relationships with their : to stabilize their relationships to user firms and to their labour reserve.
  - ❖ to enlarge the TAW market: new skills, occupations, sectors
  
- the recent strategies: from temporary work agencies to employment agencies.
  - ❖ to gain new business:
  - ❖ to be the first private intermediate on the labour market

# The unions organization

- how to organize TAWs: unionization within the agency or within the user firm?
  - ❖ the permanent hesitation of French unions

## The unions aims

- ❑ the TAW issues do not appear to have priority
  - ❖ the fight against job cuts, employment decrease, is much more important
  - ❖ the fight against precariousness is much more general than the only agency work contract
  
- ❑ unions begin to understand that they have to unionize temps if they want to keep enough members.

# What is changing now

## 1- new regulations

- ❑ The 2005 legislative changes
  - ❖ from temporary work agency to private employment agency
  
- ❑ The 2008 national collective bargaining and the august 2008 law
  - ❖ new regulation of union representativity
  - ❖ private employment agency as an umbrella company (unfinalized)

## What is changing now 2- old and new markets

- ❑ The long term changes : a slow diversification of TAW
  - ❖ Higher Skills
  - ❖ Service sectors, of
  - ❖ White collars
  - ❖ older people and women
  
- ❑ 2008-2009 a severe market collapse
  - ❖ maintaining the slow diversification
  - ❖ What about the new business of private employment agencies?

## To conclude

- ❑ The past lack of dynamism of French unions
  - ❖ but in the future?
  
- ❑ The lighted and the dark side
  - ❖ is it a so clear feature?