

UNDERSTANDING STAFF REPRESENTATIVE BODIES (IRP, INSTITUTIONS REPRÉSENTATIVES DU PERSONNEL)

Today, in France, employees are represented by multiple bodies, each acting within specific boundaries:

WORKS COUNCIL (CE, COMITÉ D'ENTREPRISE AND COMITÉ D'ÉTABLISSEMENT)



50 employees +
Elections every 4 years
Chaired by the employer and comprised of a staff delegation (+ possibly a trade union representative)
Meetings: 1x per month
(every 2 months for companies with less than 300 employees)

TRADE UNION REPRESENTATIVES (DP, DÉLÉGUÉS DU PERSONNEL)



11 employees and +
Elected every 4 years
They are representatives of employees before the employer

**¾ OF COMPANIES WITH
BETWEEN 11 AND 20 EMPLOYEES
DO NOT HAVE A TRADE UNION
REPRESENTATIVE**

WORKS COUNCIL
(CE, COMITÉ D'ENTREPRISE AND COMITÉ D'ÉTABLISSEMENT)



Information and consultations on strategic policy, the economic and financial situation, employment and social policies (training, employee savings, welfare plans, etc.)

SPECIFIC CASES:

Above a certain threshold, committees are added to the CE:

- **Companies comprised of multiple establishments and of + than 50 employees:** work councils and a central works council are present
- **Large group made up of subsidiaries:** the Group committee must meet once a year
- **Large European company of + than 1000 employees:** European works council

TRADE UNION REPRESENTATIVES
(DP, DÉLÉGUÉS DU PERSONNEL)



Individual and collective claims
+
Information on legal aspects, labour code, collective agreement, company agreement, etc. (work hours, annual holidays, luncheon vouchers, etc.)



WORKPLACE HEALTH AND SAFETY COMMITTEE (CHSCT, COMITÉ HYGIÈNE, SÉCURITÉ, CONDITIONS DE TRAVAIL)



50 employees and +
Chaired by the employer and comprised of representatives who are elected among staff
Meetings: 1x per quarter

THERE MAY BE MORE THAN ONE CHSCT PER COMPANY

UNION STEWARDS



50 employees and +
Appointed for an indefinite period by the company's trade unions. They are selected among candidates to professional elections who received at least 10% of the votes cast. Should no individual meet these criteria, the trade union may appoint another candidate or one of its members within the company.

WORKPLACE HEALTH AND SAFETY COMMITTEE (CHSCT, COMITÉ HYGIÈNE, SÉCURITÉ, CONDITIONS DE TRAVAIL)



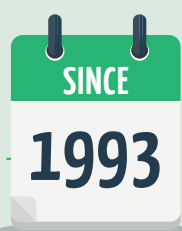
Working conditions, employee health and safety: analysis of work-related risks (work uniforms, risks of exposure to asbestos, to noise, etc.), suggestion of preventive measures, inquiries in the event of accidents.

UNION STEWARDS



Represents employees during negotiations with the employer or his/her representative

Legislation has progressively eased the existing partitions, enabling better fluidity. But companies are not always familiar with these possibilities:



- **than 200 employees**

In the context of the unique staff delegation (DUP, délégation unique du personnel), staff representatives may be invested with the Work council's powers



300 employees or +

The grouping of DPs, CEs and/or of the CHSCT may be decided by a majority company agreement

The CHSCT has been absorbed by the DUP



Today the same subject can be raised by four different bodies.
A subject such as a change of worksite has economic implications, but it also has implications with regards to employees' level of safety or well-being in the workplace.



One of the objectives of the programme for renovation of the social model:
go further with the regrouping of IRPs



For more efficient **social dialogue** within the company



For better informed and better trained **staff representatives**

UNIQUE STAFF BODY (IUP, INSTANCE UNIQUE DU PERSONNEL)

