

THE DGT'S KEY NUMBER

THE GENERAL DIRECTORATE FOR LABOUR

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THE DGT'S KEY NUMBERS

THE GENERAL DIRECTORATE FOR LABOUR



1 → LABOUR IN FRANCE

The active population is estimated at 28.6 million people

(Insee, Employment Survey 2014).

Of these 25.8 million people in employment

- **20.4 million** are in the private sector:
 - **13.9%** work in the industrial sector, **6.6%** in construction, **2.8%** in agriculture and **75.7%** in the tertiary sector
 - **76.4%** have permanent contracts, **8.6%** have fixed-term contracts, **2.1%** are interim workers and **1.4%** are in training
 - **4.9 million** active individuals work part-time
- **5.4 million** are civil servants

2.8 million people are unemployed

1.65 million employees

are paid the SMIC (minimum rate in France) in the private sector

(Dares Findings n°77)



19 % wage gap

between men and women in 2013 (private and public sectors included)
(Insee, Employment Survey 2014).

1,396,396 posted employees

of which 516,101 workers posted outside of the transport sector
(CNLTI intermediate report, February 2018)

3.4 million private employers

(Fepem)

1.48 million companies

with at least one employee 4
(Insee 2014)



1 → LABOUR IN FRANCE

Number of employees according to company size

	1 TO 9	10 TO 49	50 TO 299	300 AND MORE	TOTAL
NUMBER OF COMPANIES	1,195,000	183,700	34,400	5,800	1,418,900

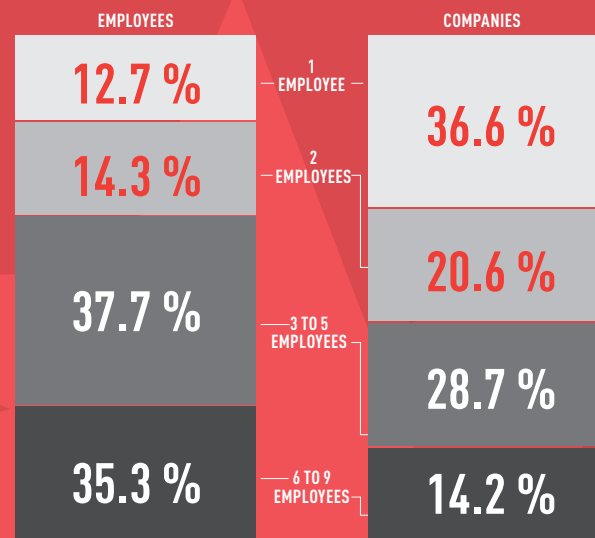
NUMBER OF EMPLOYEES	3,313,600	3,650,100	3,645,600	6 921,200	17,530,500
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	1 TO 9	10 TO 49	50 TO 299	300 AND MORE	TOTAL
NUMBER OF COMPANIES	84.2 %	12.9 %	2 %	0,4 %	100 %

NUMBER OF EMPLOYEES	19 %	21 %	21 %	39 %	100 %
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This includes all companies with at least one employee on 31 December 2014, excluding civil servants. This refers to companies in the meaning of a legal unit, registered on SIRENE and declared to the relevant administrations (Court registries, social security, Directorate-General for Tax, etc.) To be distinguished with ACOSS data by

Distribution of microenterprises and employees of microenterprises by company size (on 31 December 2016)



2 → CONTRIBUTING TOWARDS THE REGULATION OF INDIVIDUAL LABOUR RELATIONS

RESOURCES

210 employment tribunals and **13,869** employment tribunal judges (for 14,512 seats, i.e. 96% occupation)

48 %

women nominated (i.e. 6,657 female judges)



10,600

employee judges registered in 2016



73%
men



and **27%**
women

€13 million

in 2018 for the training of employment tribunal judges



4,881 union rights defenders

on 1 February 2018

ACTIONS

387,000

terminations by mutual agreement in 2017 (Dares)



Employment tribunals handle approximately

148,200 new cases per year.

In **94%** of cases, referral to the tribunal is related to termination of an employment contract (Ministry of Justice, 2016)

178,400

decisions have been rendered, including:

→ **11,903** mediations

→ **119,065** rulings



2 → CONTRIBUTING TOWARDS THE REGULATION OF INDIVIDUAL LABOUR RELATIONS

Scale of employment tribunal indemnities according to company workforce

SENIORITY OF THE EMPLOYEE	WORKFORCE OF THE COMPANY		
	LESS THAN 20 EMPLOYEES	BETWEEN 20 AND 299 EMPLOYEES	FROM 300 EMPLOYEES
UNDER 2 YEARS	3 MONTHS MAXIMUM	4 MONTHS MAXIMUM	4 MONTHS MAXIMUM
BETWEEN 2 AND 9 YEARS	2 MONTHS MAXIMUM	4 MONTHS MAXIMUM	6 MONTHS MAXIMUM
	6 MONTHS MAXIMUM	10 MONTHS MAXIMUM	12 MONTHS MAXIMUM
BETWEEN 2 AND 9 YEARS	2 MONTHS MAXIMUM	4 MONTHS MAXIMUM	6 MONTHS MAXIMUM
	12 MONTHS MAXIMUM	20 MONTHS MAXIMUM	24 MONTHS MAXIMUM

3 → SUPPORTING COLLECTIVE BARGAINING AND PROMOTING SOCIAL DIALOGUE

11 % of employees belong a trade union:
19,8 % in the public sector, **8.7 %** in the private sector
(Dares Analysis no. 25, 2013)

69 individual non-worked days (Dares, 2015)

RESOURCES

€124 million
allocated to the fund
to finance social dialogue
in 2016, of which 92.3 are
employer contributions and
32.6 are State subsidies
(Fund for the financing
of social dialogue,
2016 annual report,
appendix 2, p.29)



21 meetings
of the High Council
for Social Dialogue



3 → SUPPORTING COLLECTIVE
BARGAINING AND PROMOTING
SOCIAL DIALOGUE

Presence of Employee Representative Bodies at company level, establishment-level or social and economic unit-level in 2015

	Union representatives		Union section representatives		Employee representatives		Employee representative committees		Sole employee delegations		Committees for Hygiene, Safety and Working Conditions (CHSCT)		Other		No bodies	
	COMPANIES	EMPLOYEES	COMPANIES	EMPLOYEES	COMPANIES	EMPLOYEES	COMPANIES	EMPLOYEES	COMPANIES	EMPLOYEES	COMPANIES	EMPLOYEES	COMPANIES	EMPLOYEES	COMPANIES	EMPLOYEES
10-49 employees	4	5	NR	NR	28	36	2	2	4	5	2	4	NR	NR	65	56,0
50-99 employees	27	28	NR	NR	33	31	14	14	47	49	43	46	NR	NR	16	15
100-199 employees	52	53	NR	NR	27	28	28	29	61	61	73	74	NR	NR	NR	NR
200-499 employees	76	78	18	20	78	81	80	83	15	13	88	90	NR	NR	NR	NR
500 Employees or more	93	96	48	63	94	91	95	91	NR	NR	95	96	19	37	NR	NR
50 > 299	39	47	5	7	35	39	24	34	47	47	56	66	2	2	12	9
300 > 499	83	83	25	25	88	88	89	89	8	7	93	93	7	7	1	1
Overall	11	58	2	29	31	63	7	52	10	15	13	63	2,0	16	56	18

NR: not representative; results not provided as the number of companies surveyed in these lines is too low to enable a sufficiently precise estimate. Key: 4% of companies with 10 to 49 employees have a union representative; they represent 5% of employees in this scope. Scope: companies with 10 or more employees in the non-farm business sector. (Dares, Acemo Social Dialogue in Companies survey 2016, on 2015)

3 → SUPPORTING COLLECTIVE
BARGAINING AND PROMOTING
SOCIAL DIALOGUE

20 meetings
in 2017 of the National
Commission on Collective
Bargaining and its
sub-committees
(extension and
restructuring)



67% of
establishments with
more than **11** employees
are covered by an Employee
Representative Body and
37% by at least one union
representative 2017
(Dares, April 2018)

800,000
approximate mandates
held by approximately
600,000 elected
representatives
or employee representatives
in establishments with at
least **10** employees
(Dares, REPONSE survey 2010-2011)

124 monthly
credit hours awarded
all bodies included under
union discharge. **22%** of
representatives declare that
they spend more time on
performing their mandate.
(Dares, REPONSE survey 2010-2011)

ACTIONS

405 orders
relating to trade union
representativeness
and **295** orders relating
to the representativeness
of employers' associations

1,033 industry-
wide agreements in
2016 (Appendix 2 BNC 2017)
including **418** on wages and
150 containing provisions
on occupational
equality



61,391 company agreements all
negotiators included. **32,248** agreements signed by union
representatives or authorised employees of which **11,819**
on wages, **3,817** on occupational equality (BNC 2017)

910 mediations
carried out by the labour
inspectorate
(Report to the ILO, 2015)

91 département
observatories for social
dialogue set up on 30/06/18

8,275 Social and
economic committees were
implemented on 31 July 2018.

4 → ENSURING THE HEALTH AND SAFETY OF EMPLOYEES AND PROMOTING THE QUALITY OF LIFE AT WORK

33.9 work-related accidents per 1,000 employees in 2015

626,227 work accidents declared in 2016

→ 53 % due to manual handling

→ 25 % to falls on the ground and from heights

→ 9 % to hand tools

→ 3 % to road risks

88,903 commuting accidents in 2016 of which **254** deaths

48,762 occupational diseases were recognised in 2016 of which **382** deaths

514 deaths caused by work accidents in 2016

→ 25 % related to road risks

→ 20 % to manual handling

→ 13 % to falls from a height

58.3 million days of sick leave ordered in 2016 following work-related accidents, commuting accidents and occupational diseases

€8.2 billion in benefits paid in 2016

[2016 Annual Health Insurance report]

2017 RESOURCES

31 occupational doctors
(31/12/2017)



70 DIRECCTE prevention engineers

€10 million in subsidies allocated to Anses



€8.2 million in subsidies allocated to Anses



€0.3 million in subsidies allocated to the INRS



€1.2 million in subsidies attributed by the Fact (Fund for the improvement of working conditions)



4 → ENSURING THE HEALTH AND SAFETY OF EMPLOYEES AND PROMOTING THE QUALITY OF LIFE AT WORK

ACTIONS

108,500

interventions by the Labour Inspection related to working conditions and safety

(Report to the ILO, 2015)

236

intercompany first aiders **584** independent first aiders in 2017 (CT) **168** notices of approval issued in 2016

116

experts approved by CHSCTs on 11/07/18

10,807

labour inspection investigations for work-related accidents and **335** for occupational diseases.

31

actions undertaken under the Occupational Health Plan

17

regional plans representing 507 actions

47

meetings of the National Working Conditions Advisory Board (Conseil national d'orientation des conditions de travail) in 2017



5 → FACILITATING ACCESS TO LABOUR LAW FOR ALL

RESOURCES

147

public reception points in départements



425

officers assigned to informing the public on labour law



300

practical information sheets on labour law, social dialogue, occupational health at travail. gouv.fr



5 → FACILITATING ACCESS TO LABOUR LAW FOR ALL

ACTIONS



7,058 million consultations of the pages providing information relating to labour legislation on travail.gouv.fr in 2017

879,319 pieces of information provided of which

- **26 %** during public reception hours
- **67,5 %** by phone
- **6 %** replies to emails
- **0,38 %** replies to letters



6 → ENSURING NORMATIVE EVOLUTION AND PRODUCTION

30,028 pages published in the Journal Officiel for a total of **2,080** texts

2 draft laws, **6** orders, **50** enabling texts
(News conference, 2018)

ACTIONS

635 meetings organised for 89 industries

907 professional industries, (**687** for the general scheme and **220** for the agricultural scheme) containing **15.3** million employees

203 restructured industries (**176** for the general scheme and **19** for the agricultural scheme) **704*** existing industries on 01/06/2018
*Here, restructuring due to voluntary processes is not included

156 of **687** professional industries from the general scheme have had their restructuring validated by the SCRBP (BNC 2017)

765 texts widened, resulting in **683** expansion orders in 2017 (BNC 2017)

14 preliminary rulings and 60 appeals against texts referred to in **2017**

7 → THE DGT 'S HUMAN AND FINANCIAL RESOURCES

223 FTEs according to the reference workforce, **219** Officers assigned to the DGT, of which **66** to RT, **50** to CT, **66** to SAT, **19** to DAG, **13** to DIR

83 %
Category A

62 %
women



4,446 officers assigned to the decentralised services (DIRECCTE and DIECTE's Pôle T Work Centres)

€78.5 million for Labour Policy (Programme 111), including **€42.4** million for social dialogue and **€24.6** million for health and safety

282,223 euros in running costs in 2017



115 training initiatives in 2017
74 women and **41** men



8 → ENSURING THE EFFECTIVENESS OF LABOUR LAW WITHIN COMPANIES

RESOURCES

13 DIRECCTEs and **5** DIECCTEs

226 territorial organisation units containing **2,178** sections

1 National Group for Support, Monitoring and Audits (GNVAC)



21 specialised control units (Illegal work, asbestos, transport, construction, etc.)



8 → ENSURING THE EFFECTIVENESS
OF LABOUR LAW WITHIN COMPANIES

ACTION



258,202 interventions in 2017

120,100 audits

70,428 document reviews

14,930 company

meetings (including
9,984 participations
in CHSCT meetings)

52,744 investigations

60,025 interventions regarding priority plans and campaigns
including:

- **19,287** on illegal work
- **8,274** on posting (PSI)
- **16,741** on falls from a height
- **7,397** on asbestos (and 1,088 asbestos OF)
- **1,727** on occupational equality
- **3,778** in microenterprises or SMEs
- **1,733** in road transport



25,612 decisions to dismiss protected employees

225,766

follow-ups to
interventions in 2017
including:

- **160,466** observation letters
- **3,946** letters of formal notice
- **4,320** written reports
- **90** criminal settlements recorded
- **758** administrative sanctions
- **6,012** work or activity stoppages + worksite decisions
- **11** cases of international service suspensions
- **40** summary procedures



7,603

other decisions
(duration of work, youths,
internal rules, employee
representative bodies, health/
safety)





FIGHTING AGAINST ILLEGAL WORK AND ILLEGAL INTERNATIONAL POSTING



1,034 fines for non-compliance with posting formalities have been collected representing a total amount of **5.9 million euros**.

Of this amount, **882,000 euros** were collected for the 2016 financial year, i.e. a collection rate of 36%, and **3.2 million euros for 2017**, that is a **53.46%** increase in collection rates.

1 liaison bureau at national level and **7 in DIRECCTEs** responsible for managing administrative cooperation with other European Union Member States on the posting of workers. They have handled 680 claims

18 regional support units for fighting against illegal work (URACTIs)

16,775 inspections targeting **illegal work** and **14,873 targeting posting in 2017** (PSI)

10 bilateral cooperation agreements on posting and preventing undeclared work with 9 countries, in addition to the agreement with Poland (CNLTI report, February, 2018)

1,450,761 secure construction industry (BTP) cards issued on 31/07/2018

