



**MINISTÈRE
DU TRAVAIL,
DE L'EMPLOI
ET DE L'INSERTION**

*Liberté
Égalité
Fraternité*

**Directorate-General
for Labour**



2019 ACTIVITY REPORT 2020 OUTLOOK

Introduction

Ensuring the regulation of labour relations



The Directorate-General for Labour (DGT) is committed to labour regulation, social dialogue and the promotion and management of work inspections and the decentralised services delivered by regional DIRECCTE teams.

and responding to the challenges of the modern world

Regulation of labour relations

This is a key mission that contributes to the regulation of labour relations between the 20 million employees and 5 million employers (individuals and firms) in the competitive sector. In 2019, almost one thousand collective agreements were reached, 11 projects or bills have been followed up, 73 decrees and acts have been enacted, 1,270 disputes were handled, etc. Similarly, several action plans were implemented to tackle illegal employment and secondment fraud and to prevent occupational hazards.

Pursuing major projects

Beyond this daily activity, which demands negotiation and organisational skills and legal expertise, the DGT continued to work in 2019 on major projects launched following the 2017 labour reform, which made profound changes to the French Labour Code to place further emphasis on collective bargaining. The issue of gender equality, a central cause for the current presidential mandate, along with the work inspection reform launched in 2014 to respond to changes in the world of employment and improve its application, are also priority issues. 2019 also saw the restructuring of 217 industries and publication online of the Digital Labour Code, making the law more easily accessible to all. The DGT also made significant efforts to assist employers and social partners in general in the calculation of the Professional Equality Index and the organisation of economic and social committees, a new and unique forum for dialogue in companies. Lastly, it has strengthened its support and guidance of the labour inspectorate through the definition of regulatory priorities and the introduction of quantitative objectives.

Responding to modern challenges

These projects were designed to respond to major contemporary societal challenges and we were able to deliver them thanks to the professionalism and commitment of all the directorates agents, whose contributions I commend. "The only wealth is man"... And woman. This saying could be the motto of the DGT, as social connections are at the heart of our work.

Happy reading.

Yves Struillou
Director General of Labour

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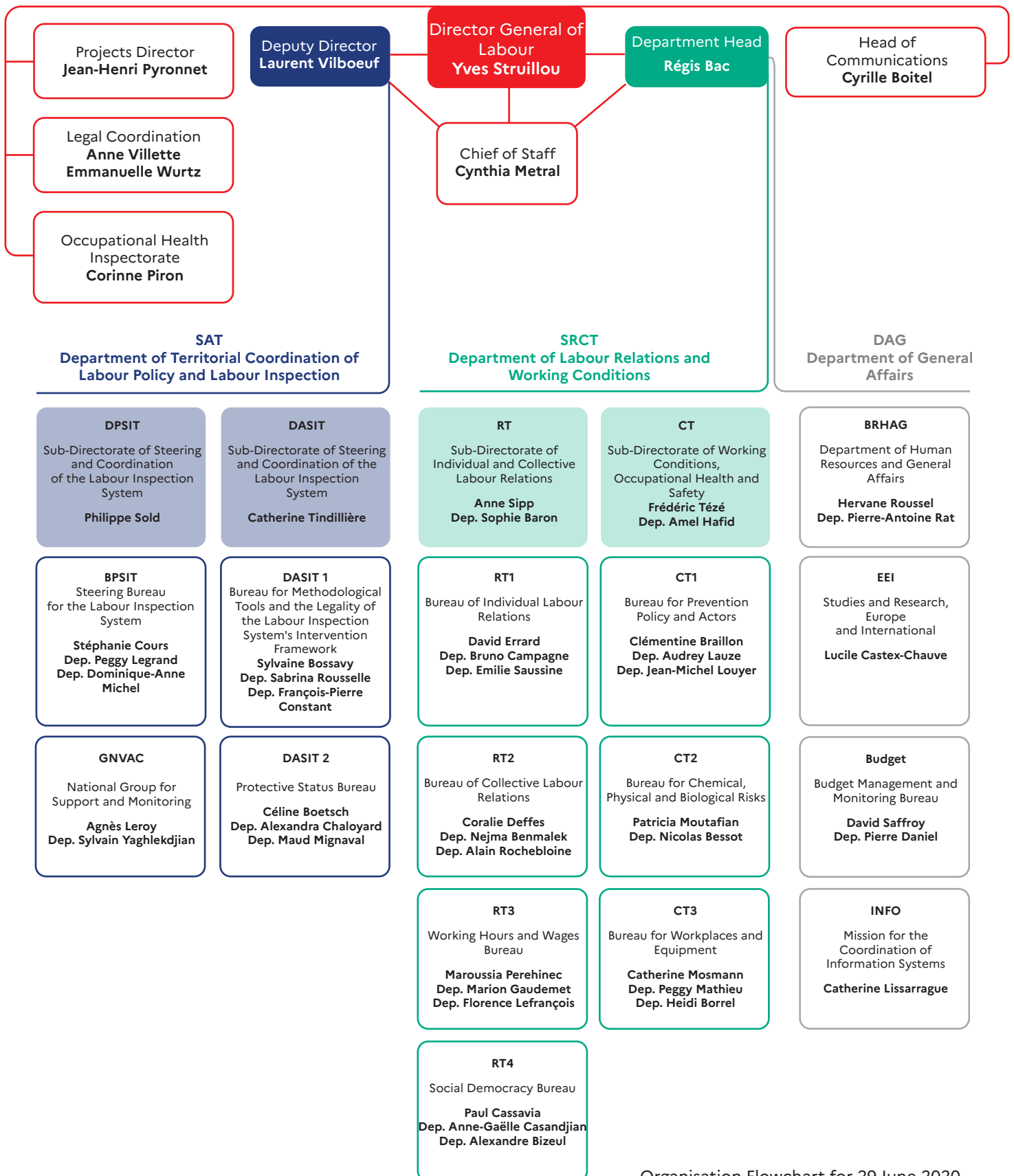
CHAPTER 1



ORGANISATION,
KEY FIGURES AND
HIGHLIGHTS

ORGANISATION, KEY FIGURES AND HIGHLIGHTS

Organisational flowchart of the DGT



Organisation Flowchart for 29 June 2020

The DGT: missions and organisation

The Directorate-General for Labour (DGT) prepares, oversees and coordinates labour policy. The DGT drafts legislation and regulations concerning collective and individual labour relations and working conditions and the protection of workers' health and safety. It develops actions to encourage social dialogue, promote a better quality of working life and ensure the effective application

of legislation. It helps to establish France's position on these issues in international and community institutions.

The DGT acts as the central authority for labour inspection. In this capacity, it is responsible for the application of ILO Convention No. 81 of 11 July 1947.

Department of General Affairs (DAG)

- Works cross-departmentally on European and international affairs.
- Manages support functions (human resources, logistics, budget), working alongside the General Secretariat of the Social Ministries.
- Provides support to coordinate cross-departmental digital projects.

Department of Labour Relations and Working Conditions (SRCT)

Sub-directorate of individual and collective labour relations (RT)

- Develops and enforces laws related to work contracts, cross-border employment relations, the prevention of illegal working and secondment fraud.
- Guarantees provision of support for social dialogue.
- Ensures access to conventional law and processes requests for the extension of conventions and collective bargaining agreements.
- Coordinates industrial restructuring.
- Develops and enforces regulations relating to work hours, employee saving schemes, minimum wage and salaries, pay parity between women and men.
- Develops and enforces regulations relating to employee representative bodies and the rights and resources of trade unions.
- Ensures the measurement of the active membership of employers' professional organisations and employees' trade union bodies and of their representation.
- Develops and oversees the application of industrial tribunal regulations and organises the appointment of industrial tribunal advisers, in conjunction with the Ministry of Justice.

Sub-directorate of Working Conditions (CT)

- Develops guidelines, rules and action plans concerning working conditions, prevention of and protection against occupational hazards.
- Develops regulations concerning occupational medicine.
- Oversees the administration of Anact and Anses.
- Develops and monitors guidelines and regulations concerning hazard compensation (registered occupational diseases, asbestos workers), in conjunction with the Social Security Department (DSS).
- Develops regulations concerning the creation and use of workplaces and equipment.
- Oversees the machine and personal protective equipment markets.
- Provides approval for expert bodies.

Department of Territorial Coordination of Labour Policy and Labour Inspection (SAT)

Sub-Directorate of Support for the Labour Inspection System

- Provides technical and methodological support for the decentralised services.
- Ethics.
- Provides project management of information systems.
- Investigates hierarchical appeals and disputes concerning the dismissal of protected employees.

Sub-Directorate of Steering and Coordination of the Labour Inspection System

- Coordinates the decentralised services dealing with the application of the labour policy.
- Schedules and coordinates inspections.
- Leads national inspections and investigations.
- Liaises with other European labour inspectorates.
- Coordinates, monitors and provides support for complex, national and international cases..

Public Relations

- Handles press relations.
- Plans and applies actions relating to internal and external communication, in partnership with the Public Relations Delegation of the Social Ministries.

Occupational Health Inspectorate

- Defines and enforces the occupational health policy.
- Directs and coordinates the network of national medical labour inspectors.
- Sits on the National Council of the Order of Doctors.

Legal Coordination

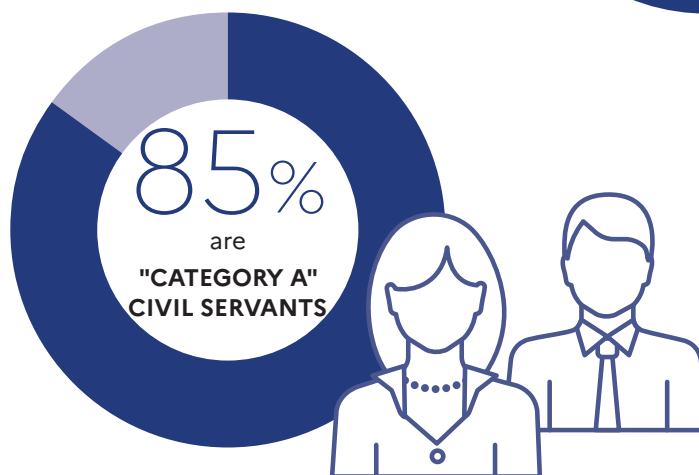
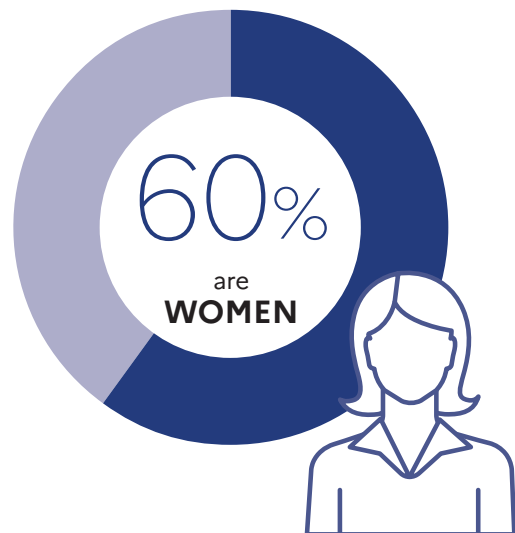
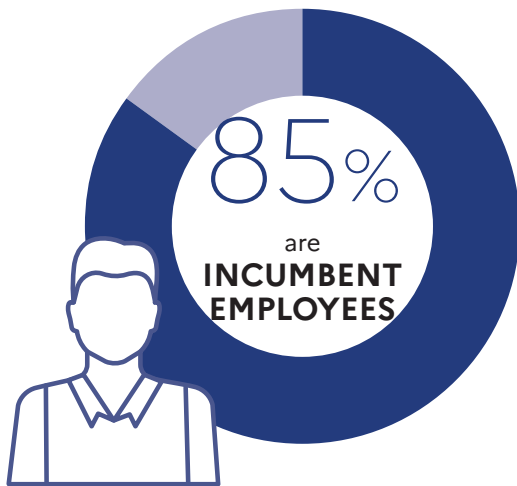
- Provides expertise, supports services to ensure the legal conformity of the texts drawn up by the DGT and the handling of disputes.

Projects related to the fight against illegal working and transnational fraud

Projects related to the development of the labour inspection system



DGT team delegation



Key figures

Strengthening social dialogue

4
plenary meetings held by the
**NATIONAL
COMMISSION
ON COLLECTIVE
BARGAINING**

9
meetings held by the
**SUB-COMMITTEE ON
CONVENTIONS AND
AGREEMENTS**

5 meetings held by the
subcommittee for industrial
restructuring

4
meetings held by the
**HIGH COUNCIL OF
SOCIAL DIALOGUE**
and

9
meetings held by the
MONITORING GROUP

3
meetings held by the
**HIGH COUNCIL
FOR EMPLOYMENT
TRIBUNALS**

25
**PROFESSIONAL
INDUSTRIES
RESTRUCTURED**
by merger decree and the
scrapping of collective
agreement identifier (IDCC)

10
MERGER AGREEMENTS
drawn up by the social partners

39
meetings held by the
**WORKING
CONDITIONS
ADVISORY
COMMITTEE, IN ITS
VARIOUS FORMATIONS**

1
meeting held by the
**STREAMING
COMMITTEE FOR
PROFIT-SHARING,
INCENTIVE
SCHEMES, EMPLOYEE
SAVINGS SCHEMES
AND EMPLOYEE
SHAREHOLDING
(COPIESAS)**

2
meetings held by the
**WAGE MONITORING
COMMITTEE**

251
TEXTS SIGNED
for
75
INDUSTRIES

as a result of

631 meetings
held by **JOINT
COMMITTEES**

978
AGREEMENTS
have been extended
of which
410
were fast-tracked

Appeals and constitutionality disputes

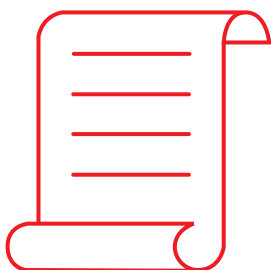
11
LEGISLATIVE PROJECTS pursued:
the transposition of the directive concerning posted workers, the law on the growth and transformation of enterprises (Pacte), the law of mobility orientation, the social security financing bill, the finance bill, law for the ratification of ordinances provided for by the law for the freedom to choose one's professional future, the draft law on the acceleration and simplification of public action...

5
PRIORITY
constitutionality issues heard by the Council of State

1
SETTLEMENT
and
7
EUROPEAN DIRECTIVES
negotiated or followed-up

1
PIECE OF INTERNATIONAL LEGISLATION
developed

891
HIERARCHICAL
appeals processed of which
828 concerned the protective status of staff representatives



73
DECREES and ORDERS
published

1,270
APPEALS
processed of which
907 concerned protections for staff representatives

Leading and supporting the labour inspectorate

170

REFERRALS

processed by the national liaison office within the framework of European cooperation on the cross-border posting of workers:

127 **REQUESTS**
from the Direccte bodies for the most part and

43 **REQUESTS**
from the member States.

74

INSTRUCTIONS, SHEETS AND LEGAL GUIDES or checks provided to support the services

1

NEW EUROPEAN
Cooperation Agreement signed

4

AGREEMENTS
in preparation

12

VISITS

from foreign delegations and

21

EUROPEAN MEETINGS planned



Financial and human resources

46.19 **MILLION** Euros invested in the labour policy (Programme 111) including

22.14 **MILLION** invested in social dialogue and the effectiveness of rights and

24.05 **MILLION** invested in health and safety in the workplace

229

OFFICERS
on 31 December 2019

137

REQUESTS
from journalists responded to



Highlights

8 JANUARY 2019: Publication of the "Professional Equality Index" of gender pay parity and against sexual harassment and sexist behaviour in the workplace.

5 FEBRUARY 2019: Conference in Paris to determine outcomes halfway into the third Occupational Health Plan (PST3).

20 FEBRUARY 2019: Introduction of the Ordinance transposing Directive (EU) 2018/957 concerning the posting of workers in the framework of the provision of services.

22 FEBRUARY 2019: Seminar co-organised with the CNAM (Conservatoire national des arts et métiers) on jobs involving contact with asbestos.

1 MARCH 2019: Deadline for the publication of the Professional Equality Index by companies with more than 1,000 employees.

8 MARCH 2019: Publication of a practical legal guide to fighting harassment and sexist behaviour in the workplace.


2 APRIL 2019: Introduction of a special labour law helpline.

8 TO 14 APRIL 2019: Organisation of *Joint Action Days*, collaborative events for European labour inspectorates to fight against human trafficking.

10 APRIL 2019: Presentation of the labour inspectorate's national priorities during a national collective bargaining commission with social partners.

26 APRIL 2019: Signing of a joint declaration of cooperation by the French and Spanish labour inspectorates.

22 MAY 2019: Introduction of legislation governing to the growth and transformation of companies, the so-called Pacte law, which, in particular, encourages profit-sharing in companies.

10 TO 21 JUNE 2019: 108th edition of the International Labour Conference and declaration to mark the 100th year of the international organisation. 

21 JUNE 2019: Members of the International Labour Organization (ILO) adopt Convention No. 190 on the Elimination of Violence and Harassment in the World of Work.

28 JUNE 2019: First edition of "Achievements in Social Dialogue" in Paris.

8 JULY 2019: The adoption of the National Plan to Tackle Illegal Working (PLNTI).

16 JULY 2019: Release of the new online version of the Sipsi portal for declaring international service delivery secondments.

31 JULY 2019: Creation of the European Labour Authority (ELA).

1 SEPTEMBER 2019: Deadline for the publication of the Professional Equality Index by companies with more than 250 employees.

1 SEPTEMBER 2019: The new version of the labour inspectorate's business intranet goes online.

23 SEPTEMBER 2019: Publication of a guide to administrative decisions regarding the dismissal of protected employees.

18 NOVEMBER 2019: Online publication of liste-noire.travail-emploi.gouv.fr, a website detailing criminal convictions for illegal working.

31 DECEMBER 2019: Digital Labour Code goes online 

CHAPTER 2



FIGHTING
FOR EQUAL
RIGHTS

The implementation of the Professional Equality Index

In order to achieve professional equality between women and men, Law No. 2018-771 of 5 September 2018 on the freedom to choose one's professional future holds companies with at least 50 employees to an obligation of transparency and results by creating the Professional Equality Index for Women and Men. The aim of this scheme is to end all unjustified wage gaps within a maximum of three years. Two decrees published on the 8 January and 29 April 2019 outline these obligations and the possible penalties incurred. The Index, scored out of 100 points, is measured using 4 or 5 indicators depending on the size of the company (more or less than 250 employees): pay gap, the gap in the rate of individual pay rises, the gap in the rate of promotions, the percentage of female employees given a pay rise on their return from maternity leave, and the number of employees of the under-represented gender among the 10 highest paid employees. The DGT has provided a comprehensive toolkit to support businesses:

- availability of an online calculator (index-egapro.travail.gouv.fr);
- publication of FAQs on the official website of the French Ministry of Labour;

- appointment of "professional equality" focal points for each Directorate body and equality ambassadors deployed throughout the country;
- organisation of training courses and online self-study modules;
- free telephone assistance.

At the same time, the work of the labour inspectorate has been reinforced: 9,500 interventions, including nearly 3,000 checks, were carried out in 2019. To this effect, two directives and intervention pathways have been made available to inspectors. A two-day seminar was also organised, attended by over 150 labour inspectors. The first results obtained in 2019 for companies with more than 250 employees have provided us with useful information: the average score was over 82 points. Nevertheless, almost one in five companies received a score of less than 75. In addition, a quarter of companies are not meeting their legal requirement to increase the number of women returning to work after maternity leave, and women are indeed still faced with a glass ceiling.



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Publication of a guide to fighting harassment and sexist behaviour in the workplace

Published on the 8 March 2019, the practical legal guide to fighting harassment and sexist behaviour in the workplace outlines the rights and responsibilities of employees, victims and witnesses. It reiterates the importance of reporting incidents and protecting victims and witnesses. It is an educational tool that sets out the correct actions to be carried out before (prevention, raising awareness) and after an incident is reported (reception, support, investigation and sanctions).



2020 Outlook

- **Professional equality.** The support scheme for companies is scheduled to be continued in 2020. Development of the website index-egapro.travail.gouv.fr will be continued to integrate new functionalities in preparation for new policy

announcements in February-March 2021. The Professional Equality Index is intended as an "everyday" indicator designed to measure the progress of this priority issue for the government.

CHAPTER 3



EASIER

ACCESS TO JUSTICE

FOR ALL



The Digital Labour Code, a universally accessible tool



**CODE
DU TRAVAIL
NUMÉRIQUE**



Interview with Catherine Lissarrague,
Head of Mission for the Coordination of
Information Systems

What is the Digital Labour Code?

This is a new service, whose aim is to help fulfil the 2017 directive on strengthening social dialogue and securing employment relations. It is designed to simplify access to employees' and employers' rights, particularly for small and medium-sized businesses who may not have access to legal advice or a trade union representative. It is a free public service, accessible online by anyone at any time. Depending on the subject in question, responses are customised to each user's individual situation. It provides trustworthy answers, approved by the French Ministry of Labour. The 11,000 articles of the Labour Code and 30,000 conventions also come with information sheets drawn from official websites (travail-emploi.gouv.fr, service-public.fr) and are supported by legal references. In addition, a database of answers has been created thanks to the active and valuable participation of regional information officers. They provided answers in simple language to the 50 most frequently asked questions regarding labour law for the 50 main industries (representing 78% of employees): duration of trial period, length of

statutory notice, leave for family events, what salary to expect when on sick leave etc. The service includes other practical tools such as engines used to calculate your rights (resignation notice period, dismissal, redundancy, severance pay calculator), forms available for download (work certificate, request for payment of salary, invitation to a preliminary interview, etc.). Finally, the employer or employee who is equipped with information obtained by means of the Digital Labour Code, insofar as he or she has provided an accurate account of his or her situation, is moreover presumed to be in good faith, in the event of a dispute.

What is behind its creation?

The Digital Labour Code testifies to the innovative capacity of the Ministry of Labour and the Directorate-General for Labour with the support of its Digital Directorate. For two years, a small team of lawyers and digital experts worked on the project as part of a start-up hosted by the social ministries' digital innovation centre. It is also a project that has been able to overcome the compartmentalisation of the Ministry and mobilise other departments such as the department of legal and administrative information.

What's the next step?

An important requirement for the tool, which will be online by the 1st of January 2020, is to integrate all regulatory changes. In addition to this update, the intention is for the site to continuously grow and develop. Its search engine learns from the behaviour of its users so it can better order results by relevancy: an answer appearing in third position in the search results will move up to first position if it tends to be the first one to be consulted by users.

Regular analysis of user behaviour will mean the site will be able to provide results in line with users' expectations. The goal is also to further integrate conventional law, or even company agreements, to enrich the range of answers provided in everyday French and the variety of tools and document templates available.

Introduction of the information helpline

The introduction of a dedicated national helpline is part of the new arrangements for organising and running the user information services introduced in 2018. It aims to increase the visibility and accessibility of these services offered by all departments which, by handling nearly 900,000 applications annually, help to facilitate access to labour law, particularly for employees and

employers in VSEs and SMEs. The dedicated helpline allows callers to access their local services directly. It is charged at standard call rates, at no extra cost to the user. Originally launched in the regions of Hauts-de-France and Brittany, it was rolled out across all regions in April 2019.

Accident prevention campaign for seconded employees

A joint action included in the third Occupational Health Plan (PST3) under the banner "Health and safety for all: let's act together" led to the

publication of 19 posters on the prevention of various occupational hazards aimed at posted workers and translated into eight languages.



2020 Outlook

- **The main objective of the Digital Labour Code** is to expand the offer of services by offering new tools that meet users' expectations: a paid leave calculator and a sector-by-sector guide to redundancy pay. New downloadable forms will also improve the site's offer and the potential creation of service files is being looked into.
- **For information services**, an online solution for booking appointments will be introduced to streamline the user experience and regulate case intake.

The role of the French Democratic Confederation of Labour (CDTN) in keeping workers and employers informed during the COVID-19 pandemic

Our Digital Labour Code team have created a "special coronavirus file" with simple, concise answers on labour law, providing the most important certificates (including time off for childcare) and articles explaining how labour law has changed during the period. The team always provides jargon-free information, accessible to all, with the different measures listed thematically accompanied by helpful diagrams.

An initiative that meets the needs of both staff and employers. The usage figures for the Digital Labour Code from the 16 March until the 30 June show a significant increase in the number of visits:

- almost 1.04 million visits
- this translates to an average of 13,000 visits per day during the months of March and April (including weekends)
- peaked at 30,886 visits on the 30 March



CHAPTER 4



STRENGTHENING SOCIAL DIALOGUE

Continued industrial restructuring

The industrial restructuring project that began in 2015-2016, continued throughout 2019. Following the announcement of the sub-committee of industrial restructuring, who met five times, 17 industrial were merged by ministerial decree and five had their collective agreement credentials deactivated. Ten collective agreements for voluntary mergers were also signed. Throughout the year, the DGT continued to support those industries affected by the merger process. On 71 occasions the DGT welcomed employers' organisations and employees' trade union organisations at the headquarters. The goal of reaching 200 industries is therefore well within our

grasp.

2019 was also marked by Decision n° 2019-816 QPC by the Constitutional Council which declared almost all of the restructuring measures provided for in Articles L. 2261-32 et seq. of the French Labour Code to be constitutionally compliant.



Achievements in Social Dialogue event, 28 June 2019, at the Ministry of Labour headquarters.

Supporting social partners to establish an Economic and Social Committee (CSE) and a Health and Safety Committee

In order to support the compulsory introduction of a Social and Economic Committee (CSE) in all companies with at least 11 employees by 31 December 2019, the DGT and the regional Direccte bodies have increased the number of initiatives involving actors affected by the reform. By this deadline, 65,590 CSEs had been established. In partnership with the DGT, students from the University of Montpellier carried out an analysis of 450 CSE agreements signed between September 2017 and March 2019. According to this study, many companies made the most of this reform to create new specialised entities.

On the 28 June 2019, the first edition of "Achievements in Social Dialogue" brought together social dialogue practitioners, business

leaders, managers, HR directors, trade unionists and lawyers. 30 companies, of all sizes and sectors, shared their experiences.

Over the course of the year, the National Institute for Work, Employment and Vocational Training (INTEFP) carried out various complementary actions enabling the introduction of joint training courses for employee and employer representatives, in accordance with the various aspects of the 2019-2021 agreement signed with the DGT in May 2019. These initiatives included: Raising awareness within industries and certain professional sectors, presenting the scheme and training plan to local social dialogue bodies, setting up a network of listed organisations.

Measures to promote profit-sharing in VSEs and SMEs

The Pacte law of 22 May 2019 introduced measures designed to encourage value sharing within companies and to promote the development of profit-sharing in VSEs and SMEs. Measures have been taken to facilitate the distribution of profit-sharing: the new procedures for controlling the legality of the Direccte profit-sharing agreement allow businesses to secure the social security and tax exemptions attached to profit-sharing; profit-sharing is open to individuals who have entered into a civil partnership agreement with the company director and have the status of collaborating partner or associate partner; the obligation of each sector to organise profit-sharing, incentive or employee savings scheme has been renewed and the deadline has been set for December 31 2020. The Pacte law has also taken several measures to simplify and harmonise the profit-sharing system, helping VSEs to navigate the system more easily.

Employee savings ambassadors whose role is to promote existing schemes to companies and social partners and identify new ways to simplify and improve them. This has been an undeniable driving force in the opening of sector negotiations on profit-sharing, which will now be able to incorporate performance criteria relating to corporate social responsibility. In 2019, five industries set up an initial agreement allowing their companies, particularly those with fewer than 50 employees, to benefit from a profit-sharing scheme: the animation, notary, refrigeration, artistic and cultural and spa sectors. Finally, a tax and social security incentive scheme has been introduced with the abolition of the forfait social for profit-sharing in companies with fewer than 250 employees.

2020 Outlook

- **In terms of industrial restructuring**, we will continue to work towards the complete overhaul of the DGT's conventional landscape, under the impetus of accelerating the restructuring of industries as entrusted by Muriel Pénicaud, Minister of Labour, to Pierre Romain, Master of Requests at the Council of State.
- **As for the promotion of profit-sharing**: three key measures will allow for the promotion of profit-sharing in VSEs and SMEs: the payment of the one-off purchasing power bonus, for amounts of 1,000 to 2,000 Euros, on the condition of the existence of a profit-sharing agreement in the company; the launch of the online tutorial "Profit-sharing, step by step" produced by the Central Agency for Social Security Bodies (ACOSS) in collaboration with the DGT helping to ease the process of profit-sharing for VSEs and SMEs; and the introduction of a profit-sharing scheme unilaterally imposed by the employer in companies with less than 11 employees.

Agreements reached with the aim of responding to the consequences of the Covid-19 health crisis

On the 25th of July, 2020

35
INDUSTRY
AGREEMENTS



6,630
COMPANY
AGREEMENTS



CHAPTER 5



RESPONDING TO CHANGES IN THE WORLD OF WORK

Regulating the international mobility of workers



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The transposition of Directive (EU) 2018/957 of the European Parliament and of the Council of 28 June 2018 amending Directive 96/71/EC concerning the posting of workers in the framework of the provision of services.

The increase in the number of posted workers since the adoption of the source directive 96/71/EC of 16 December 1996 concerning the posting of workers in the framework of the provision of services called for a revision in order to better combat unfair competition and strengthen safeguards in place for the workers concerned. The Parliament and the Council adopted the Directive 2018/957 of 28 June 2018, which strengthens the foundations of guaranteed rights for posted workers and promotes transparency. Directive 2018/957 was incorporated into national law by Order no. 2019-116 of 20 February 2019, pursuant to Article 93 of Law no. 2018-771 of 5 September 2018 on the freedom to choose one's professional future, and by the draft decree on posted workers and tackling unfair competition. These transposition acts, subject to the opinion of the social partners, will enter into force, along with the Directive 2018/957, on 30 July 2020. Information on current provisions, available via the French Ministry of Labour's official website, is regularly updated and is available in several languages:

travail-emploi.gouv.fr/droit-du-travail/detachement-des-salaries

A new era for Sipsi

The information system on international service provision (Sipsi) is the remote platform for declaring employees seconded to France, compulsory for all companies since the 1st of January, 2017. With the help of the Digital Directorate's expertise and oversight, the DGT is working towards a complete re-design of the Sipsi system. It is hoped that we will achieve a number of things with this update:

- adapting the system to the volume of declarations and certificates requiring processing;
- simplifying user experience and reduce the risk of error in the declaration portal thereby improving the quality and accuracy of declarations;
- opening the declaration portal up to other actors (officers, principal contractors);
- to reinforce the actions taken to ensure constant optimisation when it comes to the control of the regularity of posted work and the fight against illegal working in France.

The project was completed on 16 July 2019 with the online launch of an updated version of the Sipsi portal:

- companies submitting declarations have provided positive feedback on the newly streamlined and simplified process for submitting the secondment declarations as well as the fact that Sipsi is now available in several languages (French, German, English, Spanish, Italian);
- responses from inspection officers were very positive, particularly concerning the performance of the search engine and the new targeting functions on the inspection portal;
- the statistics portal was completely redesigned and offers new indicators (number of separate employees, detailed sectoral nomenclature, etc.);
- a dedicated database consultation solution

(API) is operational and has been proposed to all the control bodies in the fight against illegal working.

International provision of services in the renewable energy sector

The maintenance and construction of energy production plants involve the intervention of numerous companies for purposes of international service provision and subcontracting. It has become apparent that this comes with recurring issues: illegal working, non-compliance with regulations on secondment, working hours, salary, health and safety, working conditions, and substandard accommodation. In order to tackle these problems in this unique sector, a working group, steered by the GNVAC, made up of control officers and RUCs (Heads of Control Units) from

the Directorate bodies and Departmental Units, is working to:

- devise methodologies for improved screening of sites and maintenance operations;
- design tools that make it easier for officials to take action and follow up any principal contractor, client or company working on-site;
- identify the companies and/or situations that could warrant coordinated action within national borders and tailored inspection approaches.

The working group met three times since its inception in March 2019 and established an initial target. Site inspections were carried out that resulted in administrative measures (violating core principals) and an enquiry into illegal working practices by a major German principal contractor. Also, certain members have already tested some of the tools designed by the group.



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2020 Outlook

Temporary work agencies set up outside France.

The monitoring and regulation of temporary employment agencies based outside France is a priority for the GNVAC under its oversight, support and inspection remit. As such, they set up a working group of inspection agents in departmental units (UD) and regional illegal working support and monitoring units (URACTI). The working group has two aims: firstly, to capitalise on and share

any inspection tools the agents need when taking action against companies, and, secondly, to ensure active oversight of the sector. GNVAC is also drafting an action plan to target any temporary employment agencies that continue to work fraudulently despite receiving fines and warnings from inspection officers. Roll out is scheduled for 2020.

CHAPTER 6



TAKING ACTION
ON A EUROPEAN
AND
INTERNATIONAL
LEVEL

Adopting the International Labour Organisation's convention on "violence and harassment"

Every year tripartite delegations (worker, government and employer representatives) of the 187 member states of the International Labour Organisation (ILO) meet at the International Labour Conference (ILC). During the 108th session of the ILC, from 10 to 21 June 2019, the DGT sat on the Commission on violence and harassment in the world of work. Following two years of negotiations, ILO members adopted Convention no. 190 and Recommendation no. 201 on violence and harassment in the world of work. World governments and social partners had to reach agreement on a complex range of topics: the

scope of the Convention, a shared definition of violence and harassment, the responsibilities of various actors (employers, governments and workers), inclusion of LGBTI (lesbian, gay, bisexual, transgender and intersex) people, and also the impact of domestic violence on the world of work. The Convention sets out the means of protection and prevention as well as recourse and reparation. It also calls on governments to implement guidance, training and awareness raising of violence and harassment. The Convention concludes with a recommendation offering guidance on how it should be applied.

The creation of the European Labour Authority

On 13 March 2018, the Juncker Commission presented its "Social Fairness" package. One of the major components of the package is the creation of a European Labour Authority (ELA). Shortly after this announcement, on 20 June 2019, the (EU) Regulation 2019/1149 instituting the European Labour Authority was adopted. It came into force on 31 July 2019. The French government has always strongly supported this initiative and the resulting creation of a common Europe-wide framework that will ensure better application of European Union law as it pertains to migrant workers. Implementation of this new European framework must aid especially in:

- the implementation of standardised European legislation on labour mobility, across all economic sectors (including transport);
- informing workers and employers of their rights and obligations when it comes to cross-border mobility;
- a more effective fight against undeclared work, fraud and circumvention of the cross-border labour market, in particular worker postings.

The ELA could also be used to coordinate joint or common inspection action by between Member States, and for mediation purposes. Mediation is voluntary and would allow States to reach agreement over certain situations, with due regard for the jurisdiction of the Administrative Commission for the Coordination of Social Security Systems. The existing European mechanism for tackling undeclared work and European Employment Services (EURES), the European portal on labour mobility, will be integrated into the remit of the ELA. Each member state is represented by national liaison officers and seconded national experts. The inaugural ELA Management Board meeting was held in December 2019. At the meeting, the French delegation highlighted the need for greater cooperation and joint monitoring and regulation bodies. The DGT represented France on the Authority working groups.

Updating and implementing cooperation agreements

In 2019, the DGT worked bilaterally with a number of countries (Portugal, Bulgaria, Belgium, Luxembourg, etc.) to share information on worker postings and tackling undeclared work. The key outcomes include the setting up of a network of local correspondents, the formation of steering committees and the organisation of joint inspections and study visits. In April 2019, the DGT's policy of cooperation also resulted in a joint declaration with the Spanish labour ministry to cooperate on transnational postings and the prevention of undeclared work, the aim being to strengthen operational ties between inspectors in the two countries' departmental units (UD) and manage the system at a national level.



The DGT Europe and international study delegation

2020 Outlook

- **Ratification of the ILO Convention on violence and harassment in the workplace.** The DGT is working actively on the ratification of the ILO Convention no. 190 on violence and harassment, in particular by producing an impact study and explanatory note to accompany the draft law for ratification of Convention no. 190. The Convention will come into force 12 months after the first two ratifications by ILO member states.
- **ILO Conventions on health and safety at work.** For a number of years, especially since the 2019 International Conference, International Labour Organisation (ILO) constituents have been reviewing the inclusion of safe and healthy working conditions into the ILO framework of core principles and workers rights. As such, the DGT is currently analysing a number of major ILO Conventions on health and safety in the workplace (Convention no. 155 on the health and safety of workers, Convention no. 161 on healthcare at work, and Convention no. 167 on health and safety in the construction industry), in order to identify any potential obstacles to ratification.
- **The new European Strategy on health and safety at work.** During the Council session of 10 December 2019, member states affirmed their support for adopting a new European strategic framework on health and safety at work, for the period 2021 - 2027. The new text must take into consideration the health and safety implications of new forms of employment. They have invited the Commission to draft such a text prior to the culmination of the current framework at the end of 2020.

CHAPTER 7

DEVELOPING PREVENTIVE HEALTH AND SAFETY MEASURES FOR THE WORKPLACE

DEVELOP PREVENTIVE HEALTH AND SAFETY MEASURES FOR THE WORKPLACE

What have been the results of the third Occupational Health Plan (PST3)?



Paris Symposium 5 February 2019

The third Workplace Health Plan (PST3) 2016-2020 is the policy document that sets out all required health and safety at work actions and mobilises all involved partners and actors. It provides impetus, consistency and coherence to occupational health policy. Regional adaptations (Regional occupational health plans) have been rolled out in close collaboration with social partners. The DGT is responsible for strategic management of PST3, working largely in partnership with 12 steering committee action leads, and a further 26 partners who are also implementing actions. The directorate also monitors the implementation of the 17 Regional Workplace Health Plans (PRST) comprising a total of 507 actions. In 2019, three national steering committee and three PRST advisor meetings were held under the aegis of the DGT.

On 5 February 2019, a symposium was held in

Paris to assess outcomes at the mid-point of the PST. A wealth of front line feedback attested to real progress being made. 316 professionals from a multiplicity of backgrounds attended. Further to this, in order to start drafting the next plan, for the period 2021-2025 (PST4), in 2019 the DGT and steering committee members began work on documenting outcomes across the board. They created a set of 13 fact sheets setting out the main challenges, what national and regional measures have been implemented and lessons learned for each element of the plan, using the shared digital tool introduced in 2018.

The fact sheets will be sent out to the Standing Policy Group (GPO) and the National Working Conditions Advisory Board (COCT) to use as the basis for formulating the strategic aims for PST4 over the second half of 2020.

Preventing workplace accidents associated with side panels

Hydraulic tipper trailers fitted with side rails and mounted to motor vehicles such as lorries are designed to transport and load/unload a range of materials (bulk materials such as sand, aggregates and waste). Machinery of this nature can be involved in serious and fatal accidents when the side rail is left open and horizontal while in traffic on the public highway. With this in mind, the DGT launched a market monitoring exercise via a notice in the Official Gazette of 14 July 2020 and a technical note published in the Official Bulletin of 30 July 2020, reminding manufacturers and employers using them of their obligations, and

setting out the preventive measures they can put in place to secure tipper trailers with hydraulic side rails. Employers must ensure that the cabs of all machines currently in service are fitted with an audio and/or visual warning device to signal when the hydraulic rail is open. Manufacturers are asked to ensure that, in addition to the cab alarm, all new machines are fitted with a servo system to restrict lorry speed to 15 km per hour when the rail is open. In both cases there are implementation periods to allow all professionals to update their manufacturing methods and fleets.



The Lubrizol plant fire: what did we learn?



Interview with Nicolas Bessot, Deputy Head of chemical, physical and biological risk management

What initial action did the DGT take in relation to the Lubrizol incident?

The fire at the Lubrizol plant in Rouen occurred overnight on 25 and 26 September 2019 and we were first questioned on certain technical and legal aspects of the case on 26 September. We were in constant contact with the Labour Directorate during the acute stage of the incident. Initial instructions were issued to the Normandy Labour Directorate on 27 September to assess the risks associated with cleaning the contaminated zones posed by the chemical compounds involved in the blaze and also to assess the level of risk from the asbestos in the burned fibro-cement roofing. This instruction was relayed by the Labour Directorate on their website the 28 September.

DEVELOPING PREVENTIVE HEALTH AND SAFETY MEASURES FOR THE WORKPLACE

What was the DGT's involvement following the incident?

From the immediate aftermath of the fire onwards we held regular inter-ministry meetings up until the end of 2019. One issue in particular that we addressed was the medium and long term consequences of exposure to pollutants, and those associated with asbestos removal and the spread of fibres from the asbestos roofing.

What were the main lessons learned from the crisis?

The main takeaway was the importance of a joint national and local approach. This allowed us to respond rapidly to both local needs and national requests throughout the crisis. Further to this, investigations into the fire carried out by the National Assembly, the Senate and the general inspectorates will also provide a wealth of up to date learning and feedback for our services.

Preventing accidents at work in hyperbaric environments

Hyperbaric work is defined by the Labour Code as any work carried out by workers under a relative pressure greater than 100 hectopascals, or at depths greater than one meter for divers. This type of work has resulted in a number of workplace accidents that may have been the result of pressure on the body or factors related to the working environment. In 2018, detailed analysis was carried out of subaquatic workplace accidents and, as a result, the Director General of Labour ordered rapid implementation of an action plan. In 2019, the plan was implemented in close collaboration with partner organisations within

the sector, and sets out four major areas for action:

- a regulatory review;
- the creation and distribution of resources for companies, in partnership with industry and the French professional organisation for the prevention of accidents in construction and public works (OPPBTP);
- the production of resources for labour inspectors, with the support of a working group;
- monitoring and regulation (e.g. Labour Directorate for PACA and Corsica).

Reminder of safety regulations for rope access workers

A joint examination into safeguarding the health and careers of rope access workers was carried out by the DGT and the French union of companies working at height (SFETH), the arm of the CGT affiliated to the construction industry, the French professional organisation for the prevention of accidents in construction and public works (OPPBTP), the National Research Institute for safety and the prevention of accidents at work and occupational illness (INRS) and Nuclear Safety Authority (ASN). A major cause of accidents

identified by the working group was a lack of workplace organisation - as well as a number of skills gaps in the rope work of the affected workers. This is despite the recent growth of professional qualifications and certification within the sector. Following this investigation, the DGT and OPPBTP released joint advice to the sector in December 2019. The advice reiterated the existing regulations formulated by sector professionals and preventive bodies as well as the applicable employer and client contractor regulations.

Industry benchmarks: a prevention tool to combat adverse working conditions



Interview with Solenne Taocali, technical advisor on adverse working conditions to the policy office and to prevention specialists (CT1)

Following the Labour Relations and Negotiations Act of 17 August 2015, industry professionals are now able to devise professional benchmarking to help employers identify unduly harsh positions, roles and working conditions. An initial 19 industry benchmarks were published covering almost two million workers across a number of sectors.

What is an industry benchmark?

An industry benchmark is defined by a document formulated by the professional body of a particular sector. It sets out when and how workers may be subject to unacceptable workplace risks, and the risks are often colour-coded. The workplace risks taken into consideration for certification are those that

afford the right to points under the professional prevention account (C2P): night work, successive alternating shift work, repetitive work, noise, extreme temperatures, and work carried out under hyperbaric pressure.

What is the purpose of these benchmarks?

By identifying the risks employees are exposed to, the benchmarks mean that proper preventive measures can be put in place. Standards are most often preventive measures to mitigate an identified risk, including those that may not be considered excessive. The majority of certified benchmarks also are not limited to the six risk factors included in the C2P, but also include the four highlighted in the 2017 report: manual handling, awkward postures, vibration and dangerous chemicals. Once they are signed off by the authorities, each standard also confers legal requirements on the relevant employers, particularly when it comes to registering any employees exposed to the risks covered under C2P. Disputes are handled on a good faith basis, so they are not subject to fines or penalties for inaccurate reporting.

What role does the DGT play in the certification process?

We receive requests for benchmark certification and we verify that they comply with the legal requirements as set out under Articles L. 4163-2 and D. 4161-4 of the Labour Code. Where required, technical discussions take place between industry, the external body that drafted the benchmark, and ourselves. It is then presented to specialist commission no.1 of the Steering Committee on Working Conditions (COCT). If it is approved by the social partners, the benchmark is certified by joint decree from the Minister for Labour and the Minister for Health and Solidarity, and then published on the Labour Ministry website. The most recently certified benchmark was for the chocolatiers and confectioners sector.

2020 Outlook

- **Adverse working conditions and pension reform.** Consultations on adverse working conditions took place in early 2020 so that a draft law for a universal pensions system could be prepared and scrutinised by parliament. One of the intended aims is to develop and expand usage of the professional prevention account (C2P) and to enhance returns to private sector civil service contractors.
- **Reforming occupational health** Almost two years on from the publication of Charlotte Lecocq's "Occupational Health: a simplified system for better prevention" report (August 2018) the parliamentary deputy says she is determined to have a draft law to present to other governing deputies by the end of 2020. At the start of the summer, social partners entered into discussions around occupational health that could also feed into the legislative process.
- **Reforming the National Agency for the Improvement of Working Conditions (ANACT).** Following an investigation into the management of ANACT and its relationship with the network of regional associations for the improvement of working conditions (ARACT), the Court of Audit recommended merging the two bodies. The Directorate-General for Labour and ANACT management began working to make this happen, in collaboration with ANACT's social partner directors.

CHAPTER 8

LEADING AND SUPPORTING THE LABOUR INSPECTORATE

Regulatory priorities for the labour inspectorate and the introduction of quantitative objectives

In 2019, a number of multi-year priorities were set out in order to address the need for a sustainable approach to get all companies to improve working conditions across the board. These are high priority actions with quantitative objectives, allocated across the regions, with particular attention paid to the inspection capability of each region. The actions were initiated in order to ensure that these issues get the focus and attention needed to make the law more impactful. Over time, any actions by the labour inspectorate system must gradually and sustainably have an impact, and thought must be given to strategies that will help to deliver this result.

Therefore, four major areas of work have been identified:

- inspecting the legal compliance of international service delivery;
- Preventing illegal working;
- Gender equality in the workplace;
- Health and safety at work, especially preventing falls from height and asbestos risks.

In addition to these areas there is also inspection of road haulage, certified environmental protection installations (ICPE), introduction of CSE and a specific area of focus for VSEs/SMEs.



Two labour inspectors on any site

Adoption of the National Plan to Prevent Illegal Working (PNLTI)

The PNLTI 2019-2021 was adopted on 8 July 2019 by the National Commission to Tackle Illegal Working, convened by Muriel Pénicaud, Minister for Labour. The plan involves coordinated action by all partners: labour inspectorate, police, gendarmerie, courts, URSSAF and the MSA fund, tax authorities and specialist inspection services, alongside action by the National Ant-Fraud Commission (DNLF). The ultimate aim remains to reassert the rights

of employees, especially as they pertain to very serious issues such as human trafficking; tackling social dumping in favour of fair competition between companies; retaining the fiscal and social resources essential to financing public services and welfare benefits. The plan focuses on tackling fraudulent international secondment of workers, new forms of fraud and information sharing between the various inspection bodies.

Increasing the number of operations by labour inspectorate system (SIT) officers

2019 saw a significant increase in both priority and non-priority operations by SIT officers. Therefore, the number of operations recorded in Wiki'T rose again, year on year, for the fourth consecutive year. The total number of operations reached 295,890 compared with 280,559 in 2018, an increase of 5.5 %. As well as meetings with companies, these operations also included: 139,989 inspections (+8 %); 87,030 document reviews (+7 %); 56,276 investigations (+3 %). Over 167,445 operations related to priority actions, an increase of 48 % from 2018. With the exception of actions covered by the "RSE road haulage" action plan, all the other previously presented action plans in 2018 saw similar increases: 24,267 "PSI" operations (+16 %); 48,842 operations into "Illegal working" (+42 %); 9,413 "Professional gender equality" operations

(+104 %); 38,566 "Fall height" operations (+41 %); 15,514 "Asbestos" operations (+32 %); 12,659 "VSE/SME" operations (+30 %). There were also two new types of priority action in 2019: 1,385 "ICPE / SEVESO" operations; 14,453 "CSE" operations". This increase in operations also led to a greater number of follow ups than in previous years.

In 2019, SIT agents initiated 256,008 follow ups compared to 241,216 in 2018, an increase of 6 %.

Source: Wiki'T (via DELPHES NG). Wiki'T data relate to any activity recorded in the database and may not be fully representative of all work carried out. Study period: 01/01/2019 to 31/12/2019 (data exported 20/01/2020).



Proactive monitoring to anticipate issues of large scale distribution



Large scale distribution is a major sector subject to frequent inspections and greater oversight is essential. To predict future issues a proactive monitoring unit was set up within the National group for monitoring, support and inspection (GNVAC) in collaboration with both Direccte and Dieccte (Directorate for Business, Competition, Consumption, Employment and Labour). Inspection officer Virginie Chrestia-Cabanne explains the aims and purpose

What led to this approach?

We needed to set up proactive monitoring in the large scale distribution sector. Working hours and conditions, pay, hygiene and safety measures are regularly breached. It's up to us to pre-empt, to work hard to recognise and share the signs, which then allows us to flag up issues and initiate coordinated actions on often complex structures.

What does it consist of?

This approach is about defining working practices internally in the DGT, in collaboration with the Direccte and their departmental units (UD), the inspection officers as well as information services, medical inspectors and the various external partners such as the French national health insurance fund (CNAM). It's about collecting, organising, analysing and distributing the information gathered across the labour inspectorate team. This could be legal, social, economic, organisational or strategic. The partnership with CNAM is essential as they send us data on sector sinistrality.

How do you work?

There isn't a working group as such, however a meeting was arranged for September at the DGT offices with the Direccte and UD to present the monitoring methodology and reflect on how we can work more "strategically". The aim is to identify the issues that we need to act on and how best to coordinate our work across the different SIT levels.

Where are these actions taking place?

The lessons drawn from an initial nationwide operation on a large sector brand has been very useful for inspecting other operators. Thus, we have already deployed legal tools (formal notices, minutes, administrative penalty reports, plea-bargaining proposals) and inspection support instruments. In other words, coordinated action produces positive results by concretely focusing the attention of the company on its employee working conditions, thereby demonstrating the benefits of joint action led by GNVAC in partnership with the local labour inspectorate. I should point out that it is important to fully involve all of SIT, including making sure that the territorial plan is relayed by heads of the technical division. At this stage, because of the monitoring we currently have in place, we are able to present

the costs and benefits of a number of brands, and in doing so collectively agree on our next round of action. Targeting will fall to the heads of the technical division in order to define subsequent actions.

What is the outcome of the targeting work?

Four brands stand out from our analysis of the quantitative, thematic and qualitative data. This had led us to focus on the one with negative results across the board. SIT action against this

major player (large workforce, country-wide presence) could have a leveraging effect on the sector. Therefore, our next round of action will specifically target the supply chain (warehouses/platforms) and supermarkets. We will focus on hygiene-safety and working conditions. This new round of action will also give us the opportunity to mobilise all the instruments we used in the initial operation on large-scale distribution for stores and platforms. The point of targeting platforms is to pave the way for future action against e-commerce brands.

The complex nature of determining regulations

During an old-established inspection, the labour inspectorate demonstrated that a foreign airline had in fact established a de facto base in France: pilots were beginning and ending their shifts there. The URSSAF acted locally to request that A1 certification be withdrawn from the airline personnel involved.

The National Group for Support and Monitoring (GNVAC) intervened in the legal process, with the support of the relevant Inspection unit, and encouraged a coordinated approach with the Central Agency for Social Security Bodies (ACOSS), the Social Security Directorate (DSS) and the Division for Community and International Affairs (DACI). On the basis that the French airport was a de facto base for the personnel involved, in tandem with the legal investigation DACI contacted

their overseas equivalent to inform them that these staff actually fell under French legislative jurisdiction. As there was no working agreement between the two relevant social security bodies during the initial phase of the dialogue, the DSS asked their overseas equivalent to follow the second phase of dialogue as per decision A1 of the Administrative Commission for the Coordination of Social Security Systems of 12 June 2009.

This dossier illustrates not only that inter-institutional cooperation is possible but also the complex nature of determining workers rights and coordinating regulations for social security systems when investigating illegal working.

The search for more effective sanctions: increased administrative fines, plea-bargaining

The growing momentum for administrative sanctions continued into 2019: 2,260¹ rulings were issued by the Direccte in 2019, an increase of almost 30 % on 2018², including €11,845,911 in fines³.

A third, or 746, of the sanction notices issued in 2019 related to staff postings procedures (PSI). Other fines were for infractions committed by French or foreign companies relating to working hours (592 decisions), the BTP card - where the number of fines rose significantly in 2019 (499

decisions), hygiene, housing and subsistence (257 decisions). A further 95 rulings were sanctions for non-compliance with decisions issued by inspection agents, mainly work stoppage orders. And 39 rulings were handed down in relation to remuneration. It should be noted that 38 of these rulings were warnings.

1. Source: Export Wiki'T dated 18/06/2020.

2. Cf. Summary of administrative penalties for 2018

3. Source: CHORUS, reimbursements INF RNF 11 aggregated tracking of invoices as at 31 December 2019).

The development of a new intranet: Sitere

In 2019, we finished building the new Sitere intranet that was begun in 2018. The aim of the overhaul was, firstly, to improve the technical specifications and install a new search engine, and secondly, to upgrade and streamline it as a tool.

It now has content allowing all SIT agents to fulfill their allocated projects as it provides them with the useful tools and documents created by both the DGT and the regions.

A guide to administrative decisions on the dismissal of protected employees

The guide to administrative decision making on the dissolution or transfer of labour contracts for protected workers was published on 23 September 2019. It contains 27 fact sheets detailing the latest 2017 rulings and case-law from the Council of State for the Court of Cassation. The fact sheets were published to replace the DGT circular of 30 July 2012.



Reform of the labour inspectorate entrance exam

According to the most recent annual report on the state of the civil service (FP), the number of candidates applying to sit the labour inspectorate exam is decreasing. In 2016, 40,477 posts were created for a new external non-civil service exam. Only 91% were filled. This is why the entrance exam was reformed in 2019. And here are main changes:

- the number of positions available in the 3rd entrance exam ring-fenced for candidates with eight years professional experience in the private sector, or who have held union or local mandates, or positions of responsibility in non-profit organisation was increased from 10 to 30%;
- the tests were updated and simplified: three eligibility tests instead of four in the 1st entrance exam (students and recent graduates), two eligibility test in the 3rd entrance exam;
- opening up positions on the exam juries to a broader range of people from industry and the world of work.

2020 Outlook

- **Building a multi-year action plan.** 2020 saw a major refocus of priorities: a three year plan for 2020-2022, re-commitment to four principal priority areas, impact as a throughline using tracking and impact indicators, and genuine consideration of capacity to intervene when defining objectives.
- **Labour inspectorate recruitment campaign.** The DGT will launch a campaign, via Dicom and the HR directorates of the social ministries, to increase awareness of the role of workplace inspectors and the professional opportunities open to student and recent graduates, civil servants and professionals who could potentially sit the exam. We will also develop partnerships with exam preparation centres and universities. The Direccte regional bodies will be involved in country-wide roll out and communication.



CHAPTER 9



MODERNISING THE
ORGANISATION

Initial results of the time charter

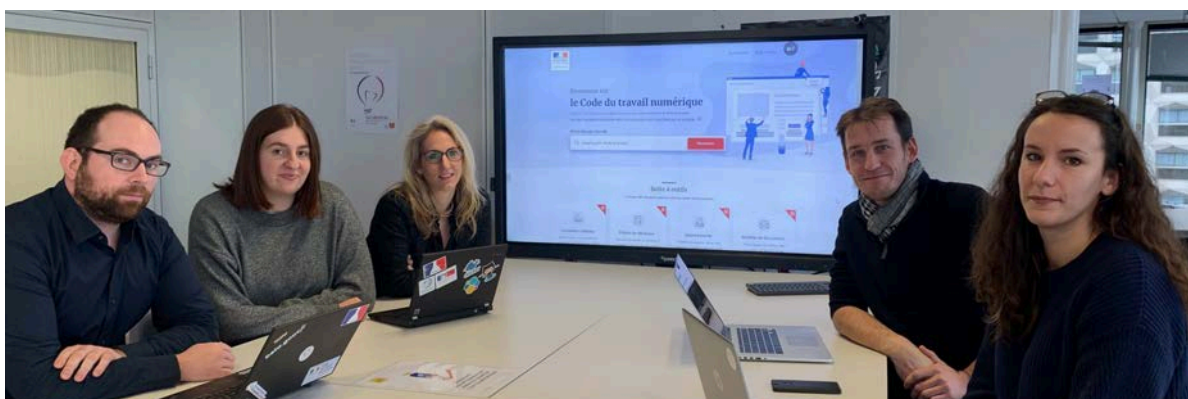
The Directorate-General for Labour's time charter was re-evaluated in 2019. This is a reference document and was formulated following collaboration between DGT agents. It sets out rules and good practice for promoting work-life balance.

The aim of the evaluation was improvements in work-life balance and it was carried out over the following three phases: a questionnaire to

evaluate the effectiveness of the charter, the results examined by a working group of agents, and formulation of an action plan.

This piece of work highlighted the need for new actions, such as creating a training pathway for new supervisors and a pathway for integrating new recruits, project planning and also inception of an annual meeting for each office so that work can be better organised.

Digitalisation of administration



The Digital Labour Code team.

Following the digitalisation of administration we were able to implement a new digital project implementation process. Now, agility and integrating the needs of the end user are of the essence. The aim, over the course of developing the tools, is to guarantee they genuinely meet the requirements of the end users. These new practices apply across the board, whether to the digital framework via online service development such as the Digital Labour Code and the Professional Equality Index and the classic project market actors of the Digital Directorate (DNUM) or to incorporate agile software into Wiki'T. In terms of personal data protection, the teams in charge of the SI projects at the DGT are doing

everything possible to understand what is at stake and numerous impact studies were carried out in 2019 including into the online service for pre-declaration of employee secondments. Numerous impact studies have been planned for 2020 looking at the representativeness of SI, especially the election of TPE, and on the paperless portal for asbestos documentation (Demat@miante). Lastly, to adapt to new user practices, a growing number of services are now mobile compatible. This allows users to access them from their PC, smartphone and tablet. Hence, the ultimate outcome of the MOBIL-IT project experiments will be to integrate the mobile accessibility into the labour inspectorate agents' dedicated SI.

2020 Outlook

Project	Description	Expected returns
Digital Labour Code	<ul style="list-style-type: none"> Website making it easier to access the Labour Code Developing new services and a new administrative interface. 	<ul style="list-style-type: none"> Developing a website and improving user experience. Delivering updates and content creation.
Professional Equality Index	<ul style="list-style-type: none"> Website for calculating and registering the Professional Equality Index. 	<ul style="list-style-type: none"> Introduction of an ergonomic tool to help companies make their mandatory calculations and generate the Index.
Wiki'T redesign	<ul style="list-style-type: none"> Technical specifications and functionality of the IT SI redesign project. 	<ul style="list-style-type: none"> Scope and timescales for the various deliverables.
SIPSI	<ul style="list-style-type: none"> Redesign of the information system for declaring international service delivery secondments. 	<ul style="list-style-type: none"> Improved performance, user experience and introduction of an external module for auto-submitting declarations.
D@ccord	<ul style="list-style-type: none"> Application for the digital management and submission by companies of company agreements. 	<ul style="list-style-type: none"> Regulatory changes.
BD3C	<ul style="list-style-type: none"> Redesign of the filing portal for sectoral agreements. 	<ul style="list-style-type: none"> Roll out of a new portal Roll out of a customisation module allowing the edition of dashboards.
March	<ul style="list-style-type: none"> Management programme for union representation audience metrics. 	<ul style="list-style-type: none"> Introduction of electronic dispatch for the minutes of professional elections.
SIRC	<ul style="list-style-type: none"> Technical redesign of the submission and certification systems for breaches of agreement. 	<ul style="list-style-type: none"> Continuing technical consolidation of SI.
Solid	<ul style="list-style-type: none"> Redesign of the support tool for monitoring the working hours of road haulage drivers. 	<ul style="list-style-type: none"> Roll out of a new Internet tool.
Demat@miante	<ul style="list-style-type: none"> Technical and functionality specifications for digitising submission of asbestos removal plans. 	<ul style="list-style-type: none"> Defining the scope and timetable of the various elements of the project. Organising project partnerships: Professional organisations, certification bodies and institutional partners.

Read the latest labour law updates, fact sheets
and all of the documents published by the Ministry for Employment, Labour and Social Inclusion on their website:

[Travail-emploi.gouv.fr](https://travail-emploi.gouv.fr)



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Publication Dicom July 2020.