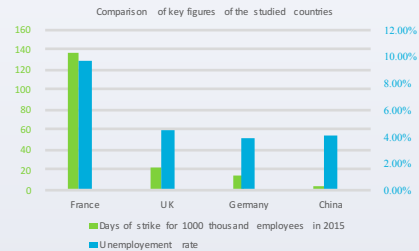


How to help French workers to express their displeasure ?

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INTRO

A few figures as an introduction



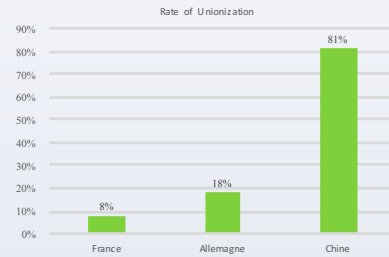
WORKING CONDITIONS

Overview of the labour conditions in the studied countries

	France	Germany	China
Employment Status	<ul style="list-style-type: none"> independent employment status (Uber, Deliveroo...) temporary employment → 87% of hiring 	<ul style="list-style-type: none"> Average wage stop increasing, meanwhile the welfare decreases Limited term employment contracts are rare 	<ul style="list-style-type: none"> More labour than needed Shortage of advanced skilled personnel → labor marketing is not mature Payment in arrears happens from time to time
Physical and Social Risks	<ul style="list-style-type: none"> Decrease in exposure to the risks associated with constraints postures 9/10 workers report being well informed about the health and safety risks related to their work 	<ul style="list-style-type: none"> 50% of workers are frequently exposed to pressure from deadlines and performance 14% of workers are frequently exposed to constraint postures 	<ul style="list-style-type: none"> Five social insurance and one housing fund in general, however it's not granted sometimes in manufacturing industries
Social Relationship between Employees	<ul style="list-style-type: none"> 58% of workers report that their supervisor supports them most of the time 71% of workers mostly receive support from colleagues 	<ul style="list-style-type: none"> By law, German employees must have written employment contracts that reflect the key aspects of the employment relationship 	<ul style="list-style-type: none"> Competitive factors influence the relationship between employees because of promotion pressures

WORKERS' UNIONS

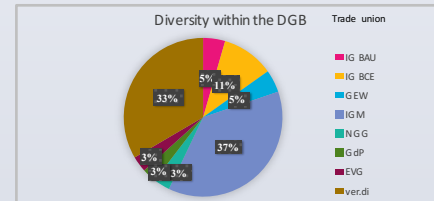
How union are used across the studied countries



- Main unions in France : CGT, CFDT, FO, CFE-CGC, CFTC
- Security of employment encourages unionization
- Rate of unionization : 12.8% for permanent contract, 2.9% for non permanent contract

Characteristics of German unionism

DGB (Deutscher Gewerkschaftsbund – Confederation of German unions), 8 unions affiliated



- Thanks to this confederation, unions are :
- More unified
 - More representative
 - Less political

→ Leads to a more coherent and effective movement that aims to improve the existing devices

Unions in China

- According to the law, Chinese unions should not only safeguard the rights and interests of employees, but also to safeguard the overall interests of the people
- Not like in France, the unions don't have right to organize strikes or manifestations in China, the unions shall consult with enterprises on behalf of their employees to reflect the opinions and requests of employees and provide suggestions
- If strikes occur in enterprises and public institutions, the unions shall help enterprises to resolve the reasonable requirements of workers, as soon as possible to resume production order

SOCIAL DIFFERENCES

Different social perspectives yield different ways to approach work

France a social country

Historically, France has always been a **social country** with protective laws regarding workers. The introduction of paid leaves and restricted hours of work per week by the Front Populaire have never been suppressed.



But several social issues are encouraging them to go on strike :

- Growing French **mistrust for institutions** → Confidence in institutions has been eroded by the affairs in which politicians were caught and convicted of **corruption**
- Insiders versus outsiders**
Inequality is rising and **austerity** is making it worse
→ Those in jobs are keen to preserve their labor protections But the unemployed persons would welcome a relaxation of the firm laws because they would have better chance to find a job
- The French are getting more and more depressed and pessimistic about their future

Germany a country that wants to attenuate the social conflicts

- Use of Unions as a **guarantor of democracy** :
Prevent history from repeating itself !
→ before WWII : competition between unions led to social unrest and contributed to the rise of National Socialism.

Germans model pupils ?

- The Germans have learned how to combine economic success with high wages and an extensive vocational training
- In Germany, there is a greater reluctance to challenge the law, to be on edge. The thinking is that a civil servant is someone who has to be loyal to the state

China : labor at the core of social conflicts

- Labor is potentially the biggest source of social conflict, the authorities are concerned that this could lead to a political force, so the **right to strike was abolished** in the constitution
- There are more labor than needed. In some cases of manufacturing industries, workers choose to continue the job instead of giving to others even though the situation isn't agreeable

HOW TO ADAPT FRENCH LAW AND SOCIAL ENV.

How French society could benefit from Chinese and German models

Solution taken from German model

- The central organization of union adopted by Germany should be applied to the French system. Indeed having non-political institution that offers support to the workers as a global entity would be more helpful. The French workers would **probably feel better represented**
- The favorable welfare policy of France develop people's laziness to work. We should arouse young people's working enthusiasm and give them **more hope for the future**.

Solutions taken from Chinese model

- There are more and more strikes and manifestations in France in recent years, which leads to some serious conflicts, it reflects the unstable social and political situation. The France should strengthen strikes and manifestations supervision, distinguish the social conflicts and normal right's protection. If it's a general social conflict, we should restrict the scope of influence and **find the root causes to solve in a high level**.
- When strikes take place, the government should interfere in the controversial issue between unions and enterprises to **avoid worse propagation**. The unions should use their rights to maximize the benefit of the whole society, not just focus on one stakeholder. The normal production order should be restored as soon as possible.

WHAT COMPROMISES COULD BE MADE

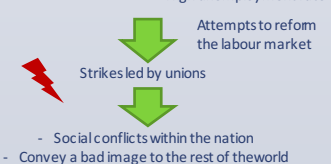
A two level solution in order to help people express their displeasure

The compromise that we propose is the following :

- Favored sectors should accept that the labour conditions slightly decline
- On the other hand, French unions should accept to **work together for the common good** instead of thinking of their own interests for their political movement

CONCLUSION

French paradox : - Good working conditions
- High unemployment rate



- We should :
- Make sure that actions undertaken by unions are coherent and efficient
 - Encourage the dialogue between unions and enterprise so that these actions safeguard the overall interest of the people