

L'Etat social « à la française » et actualité politique en France

*Social welfare « à la française »
and French political situation*

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**Conférence au département de sciences humaines et sociales
Université Jiaotong de Pékin
23 juillet 2014**

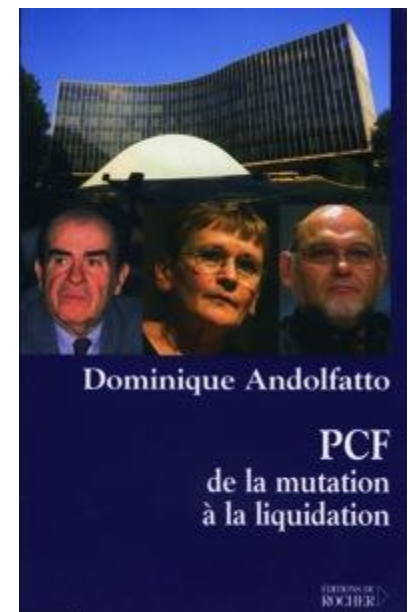
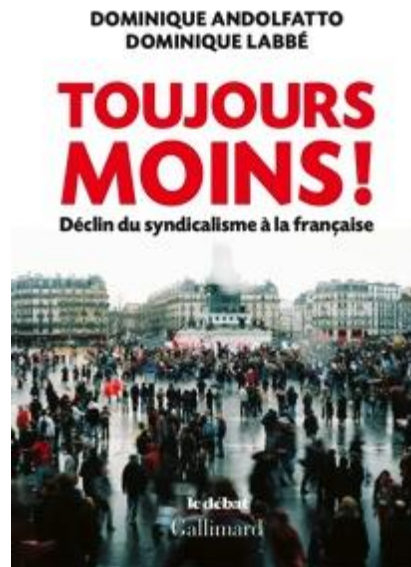
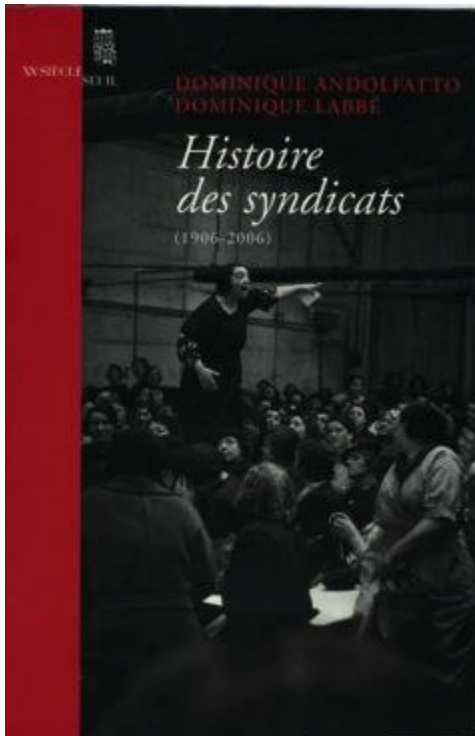


Sources / specialities :

Several books (or papers) on french trade unions, industrial relations, and french parties.

Author of a critical history of the PCF

Auditing by the government and the parliament on trade unions membership, trade unions funds, new legislation on trade unions, bargaining in companies...





1. The Social, Economic and Environmental Protection Council (where social policies are discussed).
2. Prime Minister Valls and President Hollande (SP).
3. (Recurrent) demonstrations for jobs, pensions and wages.

**This presentation stresses the informations,
Then the analyzis**

Programme :

I. Historical and legal context

II. Social actors and their dynamics

III. Industrial relations

IV. Political situation

I. Historical and legal context

1. At the origins of the french Welfare

Industrial revolution (from 19th century) :

- The cities have increased.
- Numerous urban, economic, social problems.
- Very strong inequalities.

The government stray away from the notion of charity.

It develops the **notion of solidarity**

(E. Durkheim's theory / end of the 19th century / basis of the french welfare).

Neither liberalism (*laissez faire*), nor socialist (or communist) revolution.

But **company bargaining** (for wages and time of work) and **Social security funds** to make welfare payment in 5 cases :

- occupational accident
- disease (illness)
- pensions for seniors
- payments for maternity and children
- (then) unemployment benefits.



Durkheim
Goya



2. Examples of welfare payments

Disease (illness) : doctors, medicines, hospital are almost free (you must pay to the doctor about 10 yuans ; and 200 yuans to the hospital per day)

Pensions for seniors at age 62 (and 41 years of work) (42 years of work in 2035).

60% to 70% of the wages

(bonus if painful conditions at the work)

Unemployment : payment of about 70% of last wages during 4 to 36 months (it depends on the longer of work)

Then : RSA (minimum of solidarity) :

about 4 800 yuans per month

(about 11 000 yuans for a couple with 2 children)

(but the everyday life is more expensive in France than in China ; for example : 14 yuans for a subway ticket)



Carte vitale (Life card)
(for doctors,
medicines, hospital)

3. The cost of the welfare and consequences for the economy

But the welfare state « à la française » costs money.

The debt of the welfare is about 90% of the Gross domestic product (GDP)
(about 2 000 billions of the GDP)

And the cost of the welfare weights on the economy
(especially on labour cost)

For the welfare, the companies must pay about 70% to 80% of the wages.
When an employee earns 1 500 euros (about 13 000 yuans), the company must pay about 1 000 euros to the welfare).

So the cost of the employee (who earns 1 500 euros) is about 2 500 euros (or 23 000 yuans).

That can explain a part of difficulties of the french companies
(and a part of unemployment).

All the actors of the economy (especially the trade unions) don't agree with this argument.

But the government wants to decrease social taxes on companies.
Some trade unions protest against these projects.

4. Labour Code

The theory of solidarity (Durkheim) also justifies the adoption of a Labour Code (in **1910**)

But various labour laws before the Labour Code.

1841 : legislation prohibiting child labour

1864 : the strikes aren't forbidden

1884 : legislation prohibiting child labour

1898 : legislation on occupational accident

1899/1917/1936 : legislation on shop stewards (social dialogue)

1910 : first legislation on pensions for seniors

1919 : 8 hours of work per day

1936 : 40 hours of work per week (and 2 weeks vacation/ 5 today)

1945 : work councils (annual bargaining on wages and time of work...)

1951 : minimum wages (9 500 yuans in 2014)

1958 : unemployment legislation

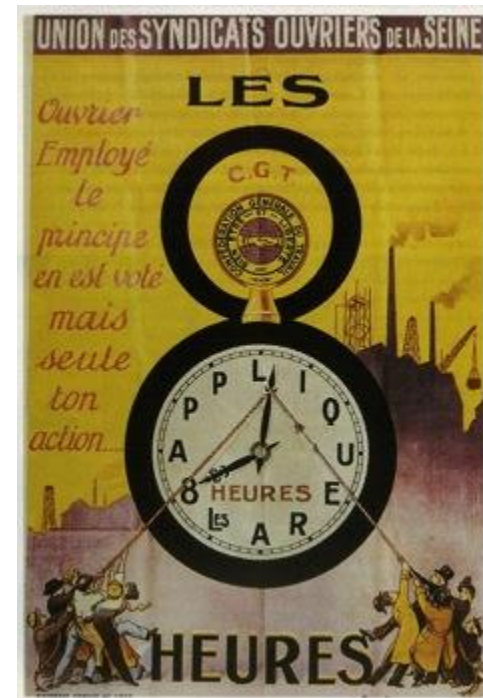
1968 : law on trade unions in companies and bargaining

1982 : law on working environment (security at work)

1998 : 35 hours of work per week

2008 : New legislation on trade union (legitimacy based on elections)

2003-10-13 : New law on pensions for seniors



*Trade union
fighter for
8 hours of work
per day
(beginning
Of 20th century)*

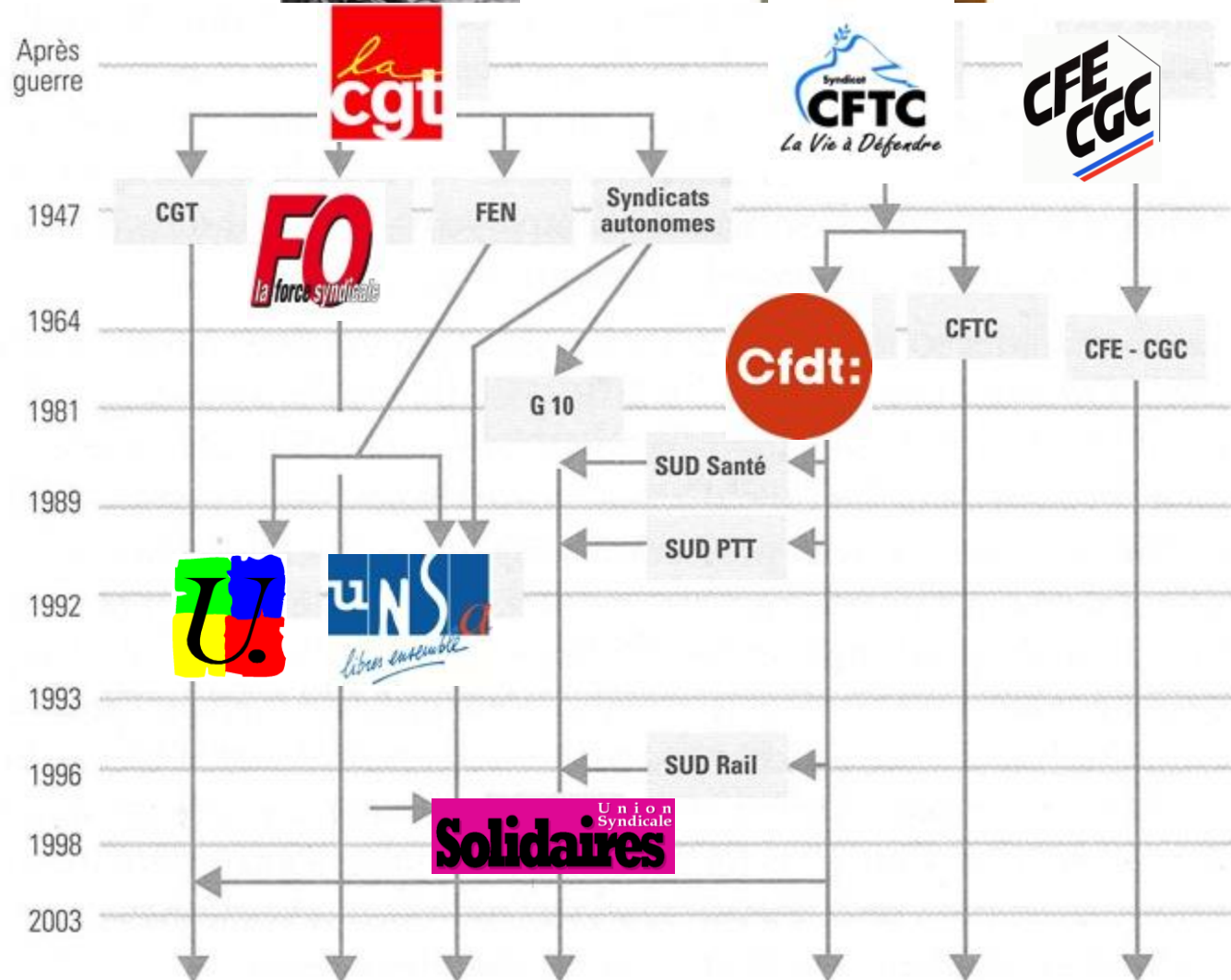
II. Social actors and their dynamics

1. Trade unions in France :

2 traditions :

- Labor movement

- Catholic social



2. Trade unions : strategic changes

CGT (ex-communist) : more reformist but divisions

CFDT (ex-catholic) : practical unionism / bargaining

FO : (ex-communist opponents) : struggles and bargaining

SUD : rebellion

CGC : defence of managers...



Trade union leader negotiating with the President Hollande

3. Employer's organizations

3 different kinds of organizations

- **MEDEF** : big companies
- **CGPME** : medium companies (and family companies)
- **UPA** : small companies

And also organizations of farmers, doctors, lawyers...

Laurence Parisot, former president of MEDEF, and its successor, **Pierre Gattaz**, elected in 2013.

Two managers of different companies.

P. Gattaz is very critic to the government...

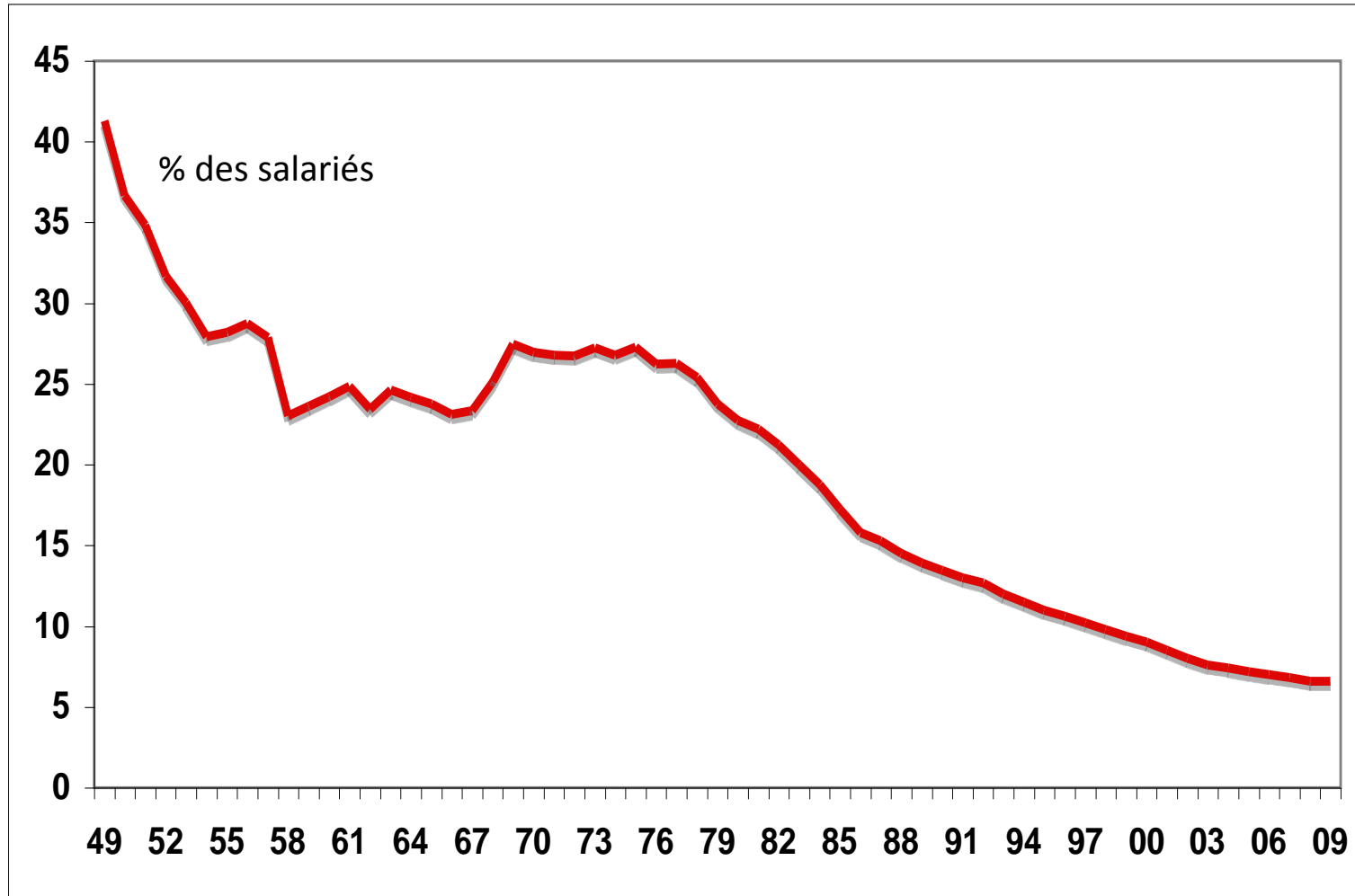


4. De-unionization in France

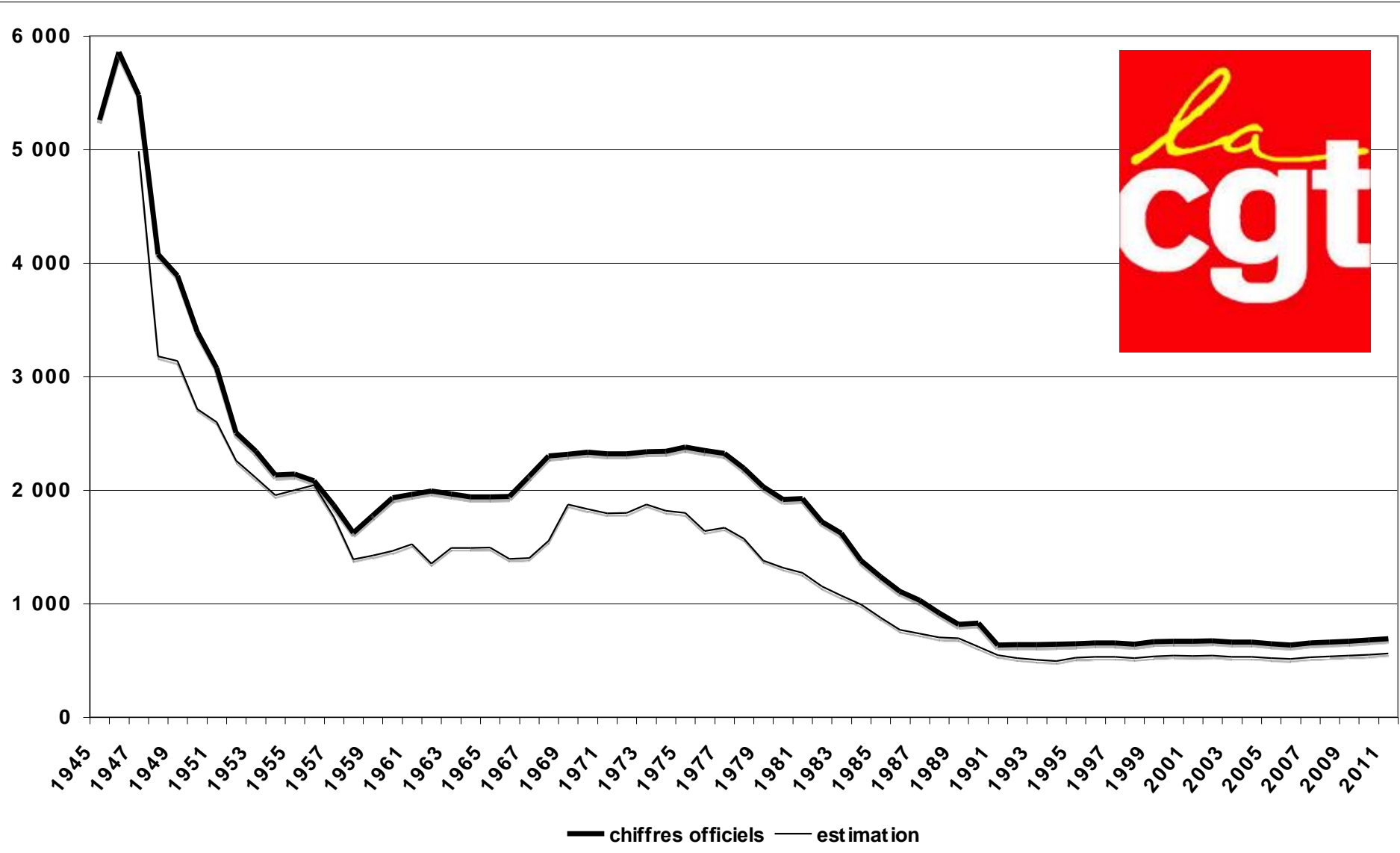
Less than 1 employee on 10 is a member of a trade union

1 on 20 in private companies

1 on 7 in public sector



5. Membership of the CGT from 1945 (in thousands of members)



6. How analyse de-unionization (and difficulties of trade unions) :

1. exogeneous factors :

- change of work
- unionims discrimination
- cultural change :
new génération, new activism, new management...

2. endogeneous factors :

- decline of unionist basis teams
- model of industrial organization for unions
- politicization



*Work changes and de-unionization :
From mass-production to individual
jobs and jobs in services sectors (as
amusement park)*

7. Trade unionism in comparison



Level of unionization more important than in France

Especially in Northern Europe

Scandinavia (80%), Belgium (55%),
Italy, Britain (30-35%), Germany (23%)...

But difficulties of the comparison / social environment are different

Crisis and de-industrialization haven't necessary results as de-unionization

4 models of unionization

- **Services explains membership (*Belgium*)**
- **Membership is a cultural fact (industry in *Germany*)**
- **Certification of unions : union shop (*Canada*)**
- **Resources of trade unions comes from the State or from the companies :**
low level of membership (*France*)

III. Industrial relations

1. The « paritarisme » (neo-corporatism, Ph. Schmitter)

Numerous roles of trade unions in french economy and society.

Too much roles ?

- Management of the Welfare (with the State)
- Bargaining in companies
(wages, time of work, organization and restructurations of companies...)
- Management of professionnall education
- Judges (with employers) of labour disputes
- Members of the Social, Economic and Environmental Protection Council (CESE)
- Trade unions leaders are auditing for labour laws...



© Service photo Elysée - D. Neizer

*Trade unions leaders
Are negotiating
with former président
Sarkozy*

2. Collective bargaining

NAO (*entreprise avec section synd.*) : salaires, temps de travail et son organisation (dont tps partiel). Par ricochet : évol. emploi.

- + Insertion des travailleurs handicapés
- + Egalité prof. hommes/femmes (ds cadre NAO ou hors cadre)
- + Epargne salariale (intérêts, participation) si entreprise pas couverte par un accord
- + Prévoyance maladie (si entreprise pas couverte par un accord de branche)

Each 3 years (*entreprise + 300 salariés ou + 150 salariés si gpe communautaire*) :

- info. du CE sur la stratégie de l'entreprise et cnqce pour l'emploi
- Mise en place GPEC

Sometimes :

- Accord Emploi des séniors (50 sal. / à compter de 2010) : plan maintien ds l'emploi 55 ans et + ; recrutement 50 ans et +.
- Accord Pénibilité (50 sal. / à compter 2012, si pas accord de branche) : plan de prévention de la pénibilité (si existence risque prof. concernant 50% du personnel)
- Négo. sur le stress (2010 ; entreprise + de 1000 salariés)

3. Trade unionism and economic performance

Thesis of Freeman and Medoff

The firms – where there are trade unions le syndicalisme – are more efficient than the others and the conditions of work are better (that explains their efficiency).

The collective bargaining agreement permit the employer to plan the costs of the company, the hiring of additional employees, the professional qualifications...

Basically:

- Same objectives trade unions / employers

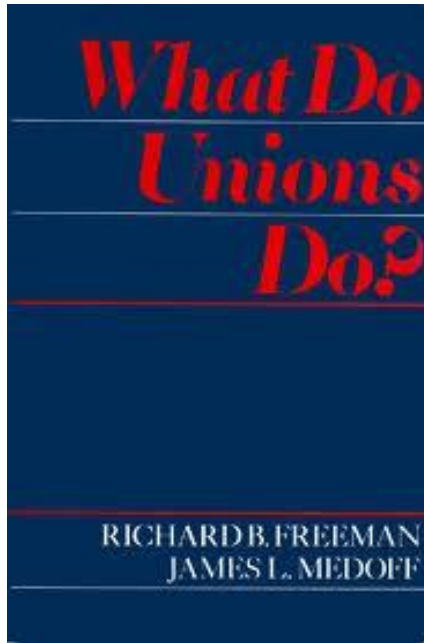
Better conditions of work = better productivity

- Shared values and common interests trade unions/employers : job well done, client satisfaction, social hierarchy

- Union presence vs « anomie » :

That set up clear rules and good practices...

- Trade union = an opposition force. The employer must adapt his management



4. Democracy... for changing industrial relations

Robert Putnam (sociologue, *Bowling alone*)

or Amartya Sen (Nobel Economy 1998)

showed the efficiency of democracy in different areas of life.

In industrial relations, that means :

- strong and legitimate actors, with the confidence of workers
- clear and stable rules of game, for bargaining
- for Sen, the democracy isn't only elections but culture of public deliberation

Then economy of partners :

- with corporate social responsibility (CSR) :
- sustainability of economy
- code of good conduct between all the actors of companies



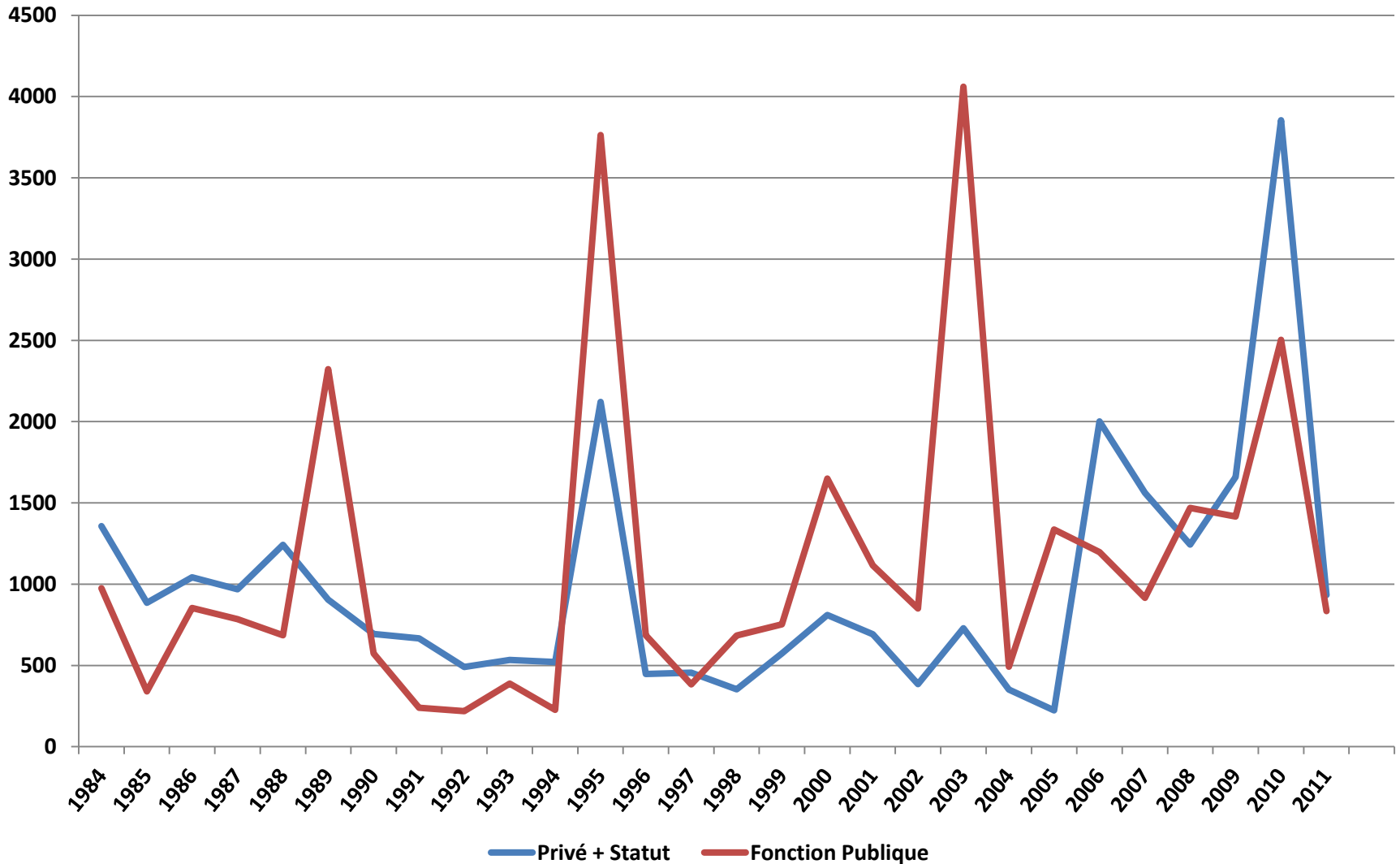
Putnam

Sen



5. Strikes in France (1984-2011)

Days not worked (in thousands)



6. New data on strikes in France

The number of days not worked for 1000 employees

Nlle stat. (depuis 2006) : nbre annuel de jours de grève pour 1000 salariés (ds les entreprises de 10 salariés et plus) :

2006 : 164

2007 : 128

2008 : 107

2009 : 136

2010 : 318 (ou 128) jours de grève pour 1000 salariés

2011 : 77

1000 employees = about 220 000 days worked per year (with 77 days not worked)

Strikes = 0,04% of the time of workl (en 2011)

An another approach of the strikes

Stat. de grève pour 1000 : données inhabituelles voire trompeuses...

Conversion en probabilité, pour un salarié, de faire une journée de grève au cours de sa vie au travail. Soit, au rythme de 2008-09 :

Secteur	journées de travail perdues pour grève (pour 1 000 salariés)	Probabilité pour un salarié de faire une journée grève en :
Industrie	169	6 ans
Construction	17	59 ans
Commerce	20	50 ans
Transports	492	2 ans
Services	60	17 ans
Ensemble	118	8 ans

La moitié des salariés français travaillent dans le « tertiaire marchand » (commerce et services hors transport).

Au rythme de 2009 (ou 2008), ils feraient grève :

1 journée... tous les 35 ans, soit une fois dans toute leur vie active.

Average 2011 : 1 day not worked each 13 years...

Mais rapportée à la population salariée, c' est le **Danemark** qui concentre le plus grand nombre de journées de grève en 2005-2008.

Puis :

2. France

3. Finlande

4. Belgique

5. Espagne

(positionnement assez proche de ces 4 pays)

6. Italie

7. Chypre

8. Royaume Uni

9. Roumanie



*Symbolisation
de la France lors de la
présidence tchèque
de l'UE (2009)*

7. New law on trade unions (2008)

A positive law ?

Pour beaucoup, une réforme positive (contrastant avec regard critique qui précède) :

- divergences entre états-majors syndicaux, adhérents et salariés vont se réduire
- Vers un syndicalisme plus rassemblé sur le terrain
- Une réforme pragmatique et progressive : projet de reconstruction en commençant par le bas du paysage syndical
- Des OS plus représentatives de la « base »
- Des OS dont la représentativité sera régulièrement vérifiée, qui doivent se préoccuper de la confiance des salariés, donc plus responsables, et qui seront incitées à développer des services...

IV. Political situation

1. Left Wing / Several lefts

PS (parti socialiste)



Extreme Left... 3 trotskist parties...



...and the PCF... who was the 1st party in France... in 1945



And the Party of Left (born in 2008). Division of PS (with Mélenchon) and alliance with the PCF (like Die Linke in Germany)

Leaders of left parties :

PS : Jean Christophe Cambadélis

PCF : Pierre Laurent

PG : Jean Luc Melenchon

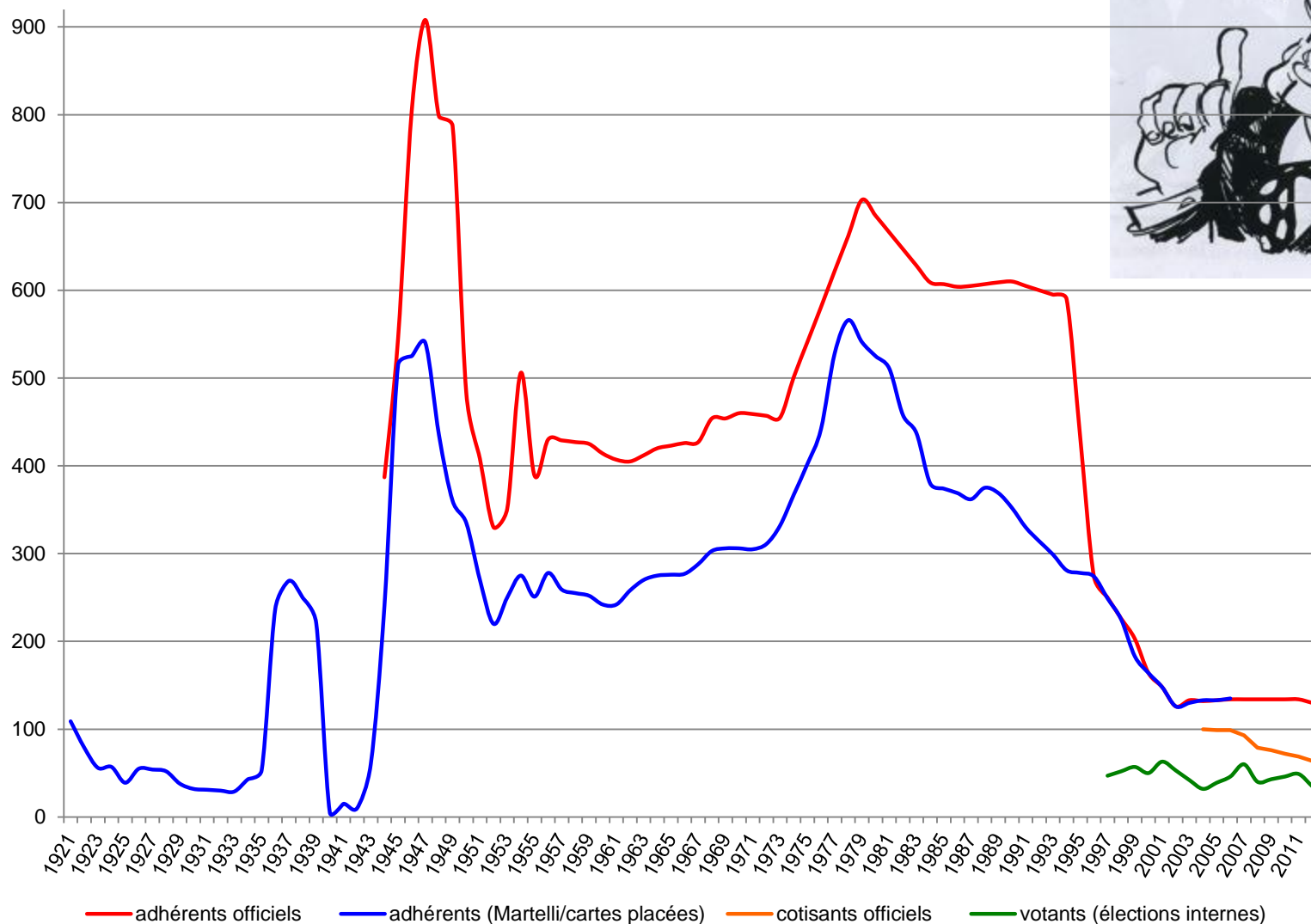
NPA : Olivier Besancenot



2. Case study

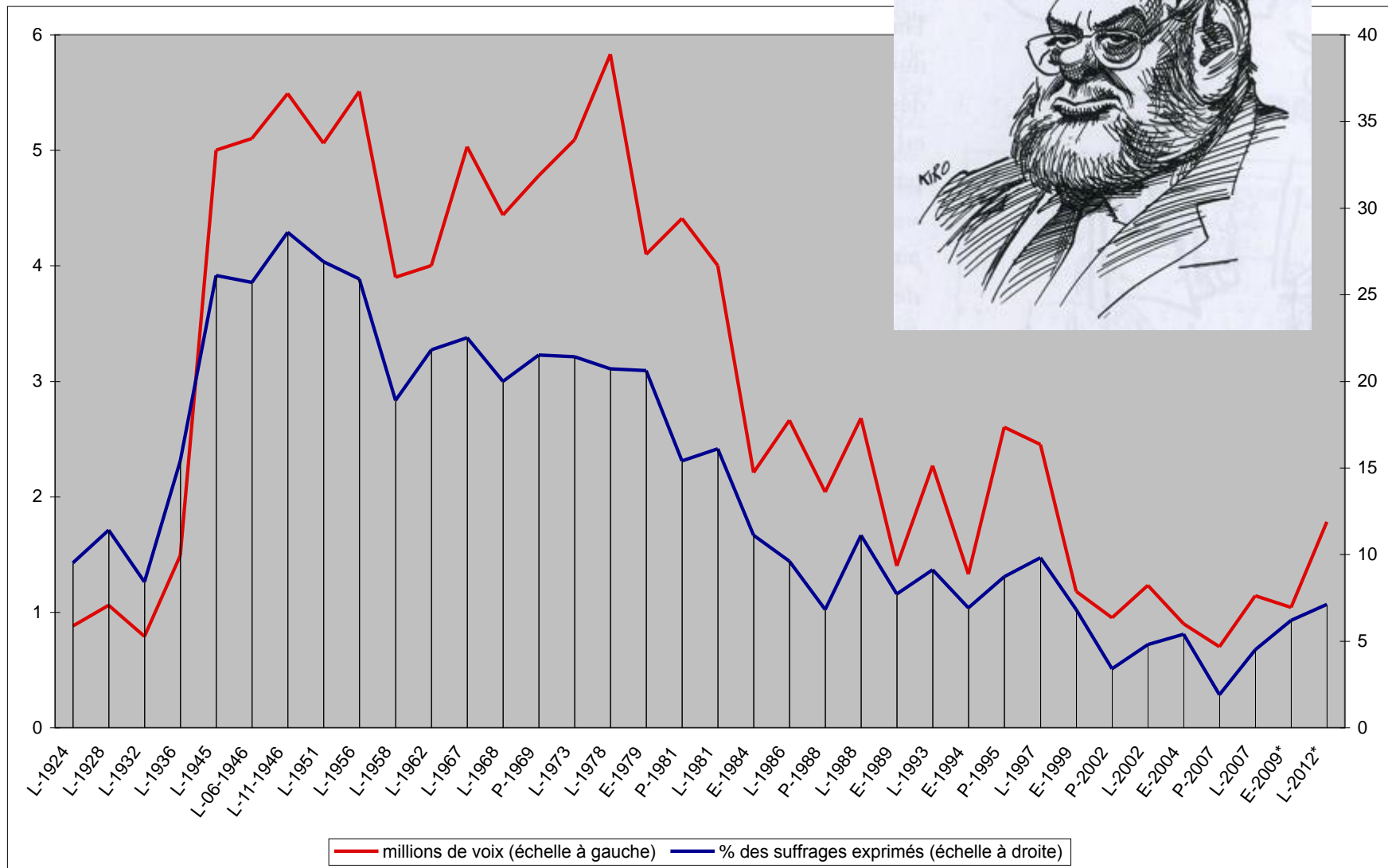
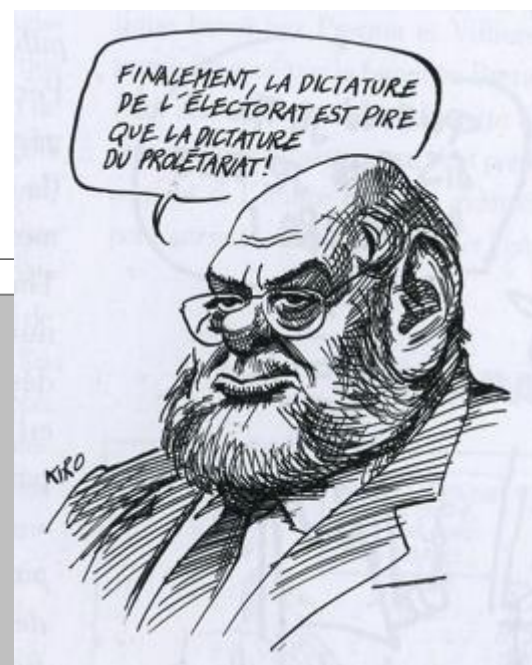
Membership of the PCF(1921-2012)

In thousands of members



3. *big crunch...* of PCF

(1924-2012)



4. Understanding the decline of the PCF

Fall of a « world »

- Epuisement d' un substrat social / Pas de rencontre avec les « nouvelles couches » / affirmation nouveaux engagts (ONG)
- Impasses des luttes (et même un « sentiment de trahison » en 1984)
- Chute du mur (ambiguïtés de G. Marchais, Roumanie, MGB à Berlin en 1989) et URSS (nouvelles déchirures en 1991)
(une histoire qui reste à écrire)

Party spirit

- conformisme des représentations
- Recrutement et militantisme endogames

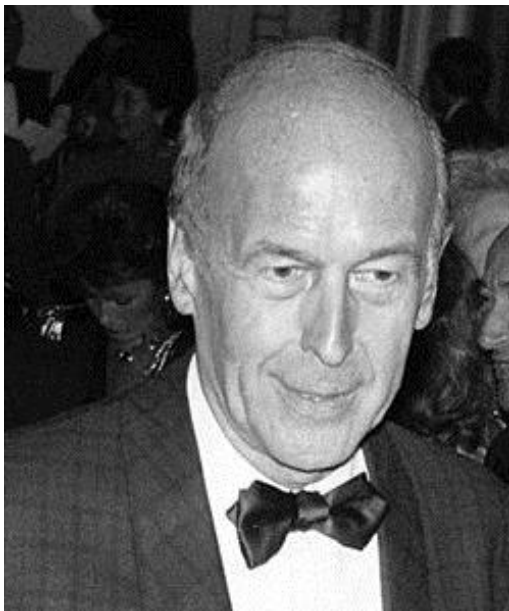


Berlin, 1989

5. Right Wing : tree tendencies

Thesis of the politist René Rémond

- Bonapartistes
- Orléanistes / Libéraux (*laissez faire*)
- Contre-révolutionnaires (*oppositie to the French revolution*)



New-gaullism ? Or New-Right

Pompidou, Chaban, Messmer, Chirac, Juppé, Séguin, Fillon, Larcher, Sarkozy ?

- Popular sovereignty
- Role of the State
- Industrial policy: economic modernization
- Social policies ? (from Chaban to Sarkozy)
- International activism... but...

- neo-liberal temptation



6. Other parties : **Green**, **National Front (FN)**



In the 80', new policy issues had come : **ecology** and **immigration** (and disanchantment toward classical ideologies, then crisis).

That explains the success of new parties

- Green (2,3% en 2012) / alliance with the PS
- FN (with Le Pe family) : 16,9% en 2002, 10,4% en 2007, 17,9% en 2012.

From 1995, a major part of workers vote for the FN at presidential elections.

7. Results of the last elections (%)

	<u>Présidentiel 2012</u>	<u>European 2014</u>
Voter turnout	79	42
FG (communists + part of left)	11	7
PS (socialists / <i>Hollande</i>)	29 (52)	14
Greens (ecology)	2	9
UDI (centrist)	9	10
UMP (right / <i>Sarkozy</i>)	27 (48)	21
FN (nationalist)	18	25

At the Municipal 2014, the PS lost a lot of cities

8. Peter Mair and Richard Katz : cartel-party

3 scenes of the party activity :

party in public office :

activité institutionnelle du parti au Parlement et au gouvernement (députés, sénateurs, ministres si le parti est au pouvoir)

party on the ground :

activité de la base du parti ; liens adhérents-électeurs

party in central office :

activité de l'appareil (dirigeants élus du parti ou permanents (salariés du parti)).