



Industrial relations and social dialogue

**France: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sectors of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

For each large branch-level agreement, DARES provides the number of employees covered (which helps to identify the largest one) and the total workforce with a salary level between 1 statutory minimum wage (SMIC) and 1.05 SMIC.

For a large majority of the NACE-2 sectors of interest branch-level agreements cover the whole or a part of it.

In some cases, only one branch-level agreement may cover two of the NACE-2 sectors of interest. For instance:

- Transport and storage: "Land transport and transport via pipelines" and "Warehousing and support activities for transportation" are both covered by the collective agreement of the transport by road which is the largest branch-level agreement in these activities.

- Accommodation and Food and beverage service activities are both under the collective agreement of the cafés, hotels, restaurants, which is the largest branch-level agreement in these activities.

In few cases, the largest collective agreement in as company-level agreement: La Poste for Postal and courier activities or Convention Collective Pole emploi for Employment activities.

1 - Agriculture

Background information

In 2017, the agricultural sector had 220 collective agreements, including 132 departmental agreements, 57 regional agreements and 31 national agreements. The sector was particularly affected by the difficulties encountered by small professional branches with less than 5,000 employees.

As part of the process, initiated in 2016 by the Ministry of Labour, of restructuring professional branches to reduce the number of branches from around 700 to 200 on national level, the social partners in agriculture signed an agreement on 15 November 2016 on the restructuring of collective bargaining in the agriculture sector.

The implementation of this agreement resulted in the abolition of departmental and regional collective agreements and the creation of 3 new national collective agreements:

- Agricultural production.
- Agricultural and forestry work.
- Forestry, agricultural sawmills, and forestry.

The collective agreement that covers "Crop and animal production, hunting and related service activities" is the national collective agreement of agricultural production, which sets out a classification scale, a minimum wage scale and maintains the territorial collective agreements and the collective agreements of the autonomous sectors, which change from the status of branch collective agreements to that of branch agreements under the aegis of the national collective agreement of agricultural production. This collective agreement is signed by two employers' organisations: National Federation of Farmers' Unions (Fédération nationale des syndicats d'exploitants agricoles - FNSEA) and National Federation of Agricultural Equipment Cooperatives (Fédération nationale des Coopératives de matériel agricole - FNCUMA). Only the first is in the sector of agriculture production while the other, FNCUMA, covers cooperatives that provide agriculture materials and engines to farmers. The agreement has been signed by the 5 representative trade unions:

- Confédération générale du travail / General Confederation of Labour (CGT).
- Confédération Française démocratique du Travail / French Democratic Confederation of Labour (CFDT).
- Confédération Générale du Travail-Force Ouvrière / General Confederation of Labour – Force ouvrière (CGT-FO).
- Confédération des Travailleurs Chrétiens / French Christian Workers' Confederation (CFTC).
- Confédération Générale de l'Encadrement-Confédération générale des cadre / French Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff (CFE-CGC).

This collective agreement has been extended by the minister responsible for agriculture to all employers and employees in the sector.

Since 2021, four amendments about wages have been signed within the national collective agreement for agricultural production.

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective agreements in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including the different NACE codes that are covered.

For each large branch-level agreement, DARES provides the number of employees covered (which helps to identify the largest one) and the total workforce with a salary level between 1 minimum wage (SMIC) and 1.05 SMIC.

In the NACE-2 sector of interest NACE-01 (Crop and animal production, hunting and related service activities), there is one main collective agreement. This agreement covers almost all the employees of the sector (from 80% to 100%) (as it covers almost all activities), and it has been extended to all employers and employees within the sector by the Ministry of Agriculture.

There is no overlap with company-level agreements and no major agreement is missing from the sample.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	965,677	965,677	MSA, https://statistiques.msa.fr/chiffres/lemploiagricole/
B. Total number of employees in the sampled sectors of	965,677	965,677	MSA, https://statistiques.msa.fr/chiffres/lemploiagricole/

interest, estimated to be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 1 - Agriculture 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Agricultural production

Eurofound identifier	CA-FR-2012
Title (native language)	Convention collective nationale de la production agricole et Coopérative d'Utilisation de Matériels Agricoles
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	965,677
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	965,677
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 1 - Agriculture (as defined in the project)
- Nearly all (90% to 100%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

2 - Manufacture of food, leather, textiles, and clothes

Background information

In the manufacturing sector, social dialogue and collective bargaining exist on branch-level.

The five main trade union confederations take part in social dialogue and have signed the several national collective agreements that apply to the sector:

- General Confederation of Labour (CGT).
- French Democratic Confederation of Labour (CFDT).
- General Confederation of Labour – Force ouvrière (CGT-FO).
- French Christian Workers’ Confederation (CFTC).
- French Confederation of Professional and Managerial Staff - General Confederation of Professional and Managerial Staff (CFE-CGC).

On the employers' side, the situation is more fragmented, with employers' organisations covering specific activities in this sector.

Given this fragmented social partners' landscape, more specific information on the representative social partners active in all relevant sub-sectors are presented in the contextual information of each specific agreement.

National collective bargaining coverage is close to 100%, as all national collective agreements have been extended to all employers and all employees.

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sectors of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

For each large branch-level agreement, DARES provides the number of employees covered (which helps to identify the largest one) and the total workforce with a salary level between 1 minimum wage (SMIC) and 1.05 SMIC.

There is no overlap with company-level agreements, and no major agreement is missing from the sample.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	708,600	708,600	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, Fabrication de denrées alimentaires, de boissons et de produits à base de tabac + Fabrication de textiles, industries de l'habillement, industrie du cuir et de la chaussure
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	708,600	708,600	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, Fabrication de denrées alimentaires, de boissons et de produits à base de tabac + Fabrication de textiles, industries de l'habillement, industrie du cuir et de la chaussure

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 10 collective agreements were listed, and out of these 5 were approved for coding and fully included in the database.

Miscellaneous food industries five branches

Eurofound identifier	CA-FR-2014
Title (native language)	Cinq branches - Industries alimentaires diverses

Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	70,864
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	70,864
Quality of the figure	Numbers are (relatively) precise and reliable

Leather goods

Eurofound identifier	CA-FR-2015
Title (native language)	Industries de la maroquinerie
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	30,900
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	30,900
Quality of the figure	Numbers are (relatively) precise and reliable

Textile industries

Eurofound identifier	CA-FR-2016
Title (native language)	Industries textiles
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	57,806
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	57,806
Quality of the figure	Numbers are (relatively) precise and reliable

Clothing industries

Eurofound identifier	CA-FR-2017
Title (native language)	Industries de l'habillement
Bargaining level	National industry/sector level agreement

Number of workers covered by the agreement in total	27,606
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	27,606
Quality of the figure	Numbers are (relatively) precise and reliable

NCA for the dairy industry

Eurofound identifier	CA-FR-2503
Title (native language)	Convention collective nationale de l'industrie laitière
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	50,621
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	50,621
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Industrial bakery and pastry activities

Eurofound identifier	CA-FR-2504
Title (native language)	CCN des activités industrielles de boulangerie et pâtisserie
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	51,262
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	51,262
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

NCA for the food industry

Eurofound identifier	CA-FR-2505
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Title (native language)	Convention collective nationale pour les industries de produits alimentaires
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	49,522
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	49,522
Quality of the figure	Numbers are (relatively) precise and reliable

Cured Meat Industry and Canned Meat Industry

Eurofound identifier	CA-FR-2506
Title (native language)	Convention collective nationale de l'industrie de la salaison, charcuterie en gros et conserves de viandes
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	35,825
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	35,825
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

NCA for Poultry Processing Industries

Eurofound identifier	CA-FR-2507
Title (native language)	Convention collective nationale des industries de la transformation des volailles
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	27,153
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	27,153
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

NCA for Grain Processing Trades

Eurofound identifier	CA-FR-2508
Title (native language)	Convention collective nationale des métiers de la transformation des grains du 9 novembre 2016
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	19,813
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	19,813
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- Most (more than 50% to 89%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

The concept of “sector” can differ from the French Labour Code definition of “branch” (a branch could be defined as a sub-sector). A sector may cover several “branches” but, depending on the sector, it can include only some portions of a specific branch.

As for the NACE-1 construction sector, it is composed by two main branches: building and specialised construction (“BTP”), and civil engineering (TP). Each of the two branches has several national collective agreements. On 31 December 2018, both branches employed 1,427,967 employees (of which 10.94% were managers). The three largest collective agreements are all in the building branch (which has four agreements: workers in companies with less than 10 employees, workers in companies with 10 employees and more, Employees and Technician (ETAM), managers), while the remaining two agreements are in the civil engineering branch.

The division into two branches means that information is not available for the entire sector, but only for each sub-sector.

Moreover, the coverage is dependent on whether a branch national collective agreement is extended to all employees. This is the case for the building construction branch, where about 90% of the workforce (all workers and employees-technicians) are covered by an extended collective agreement. Managers (10% of the workforce) are covered by a non-extended collective agreement. but employers affiliated to the signatory employers' organisations have to apply it. As a result, nearly 100% of the staff of the building construction is covered by a branch-level collective agreement.

In the civil engineering branch, all workers and employees-technicians are also covered by extended collective agreements. The national collective agreement that covers managers is not extended. However, employers affiliated to the employers' organisation National Federation of Public Works (FNTP) have to apply it. Therefore, in the civil engineering branch, almost 100% of the workforce is covered by a branch-level collective agreement too.

In the framework of the restructuring of branches to reduce their number from 700 (in 2015) to 250 (2020) or possibly even less, social partners in the building construction branch have negotiated two national collective agreements instead of four: one for companies with less than 11 employees, and the second for companies with 11 employees or more, both covering all type of employees (workers, technicians, managers).

However, the two agreements (that were meant to replace the four existing agreements) are not valid yet: on 21 January 2021, they were signed by the Confederation of Craft and Small Building Companies (CAPEB) and the three representative trade unions - National federation of construction and wood, French Democratic Confederation of Labour (FNCB-CFDT), National Federation of employees of the construction, wood and furniture - CGT (FNCSBA-CGT) and Federal Union of Industry and Construction of the National Union of Autonomous Trade Unions (UNSA Industrie & Construction).

But the National Building Federation – FFB (which represents 50.72% of the employees in the branch, compared to 49.28% for the CAPEB) refused this new structure and used (thanks to its

negotiating power due to high representativeness) its right of opposition to prevent the agreement from coming into force.

Therefore, there are still four different national collective agreements in the building sector, three of them among the listed agreements, and two in the public works (included in the listed agreements). Only the agreement for managers in the building sector is missing from the listed agreements, as outside of the scope of the research project.

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees:

<https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

For each large branch-level agreement, DARES provides the number of employees covered (which help to identify the largest one) and the total workforce with a salary level between the minimum wage (SMIC) and 1.05 SMIC.

In the NACE-2 sectors of interest, the largest agreement covers "Construction workers in companies with more than 10 employees", with 477,660 employees. The second largest one applies to companies with up to 10 employees with 377,400 employees, while the third largest agreement covers employees and technicians of the construction sector, with 210,297 employees.

These agreements are the largest and are included in the sample.

There is no risk of overlaps with company-level agreement.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	1,345,200	1,345,200	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, Construction de bâtiments + Travaux de construction spécialisés

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	1,345,200	1,345,200	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, Construction de bâtiments + Travaux de construction spécialisés
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 5 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Technicians and supervisors of public works

Eurofound identifier	CA-FR-2018
Title (native language)	Convention collective nationale des employés, techniciens et agents de maîtrise des travaux publics
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	94,500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	94,500
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Construction workers in companies of up to 10 employees

Eurofound identifier	CA-FR-2022
Title (native language)	Convention collective nationale des ouvriers employés par les entreprises du bâtiment (jusqu'à 10 salariés)
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	377,370
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	377,370
Quality of the figure	Numbers are (relatively) precise and reliable

Construction workers in companies with more than 10 employees

Eurofound identifier	CA-FR-2023
Title (native language)	Convention collective nationale des ouvriers employés par les entreprises du bâtiment occupant plus de 10 salariés
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	477,557
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	477,557
Quality of the figure	Numbers are (relatively) precise and reliable

Public works workers

Eurofound identifier	CA-FR-2041
Title (native language)	Convention collective nationale des ouvriers des travaux publics
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	174,831
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	174,831
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Building employees, technicians and supervisors

Eurofound identifier	CA-FR-2483
Title (native language)	CCN employés, techniciens et agents de maîtrise du bâtiment
Bargaining level	National industry/sector level agreement

Number of workers covered by the agreement in total	210,297
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	210,297
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- Nearly all (90% to 100%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

In the NACE-2 sector of interest Retail trade (G-47), there are many national collective agreements (among which, 18 with more than 5,000 employees).

The largest branches (sub-sectors) are the following:

- Wholesale or retail food trade, covering the large retail outlet (Convention collective nationale du commerce de détail et de gros à prédominance alimentaire du 12 juillet 2001). There is only one employers' organisation, the Federation of Commerce and Distribution (Fédération du Commerce et de la Distribution - FCD) and the 5 national trade unions are represented (CFDT, CFE-CGC, CFTC, CGT, CGT-FO).
- Wholesale (Convention collective nationale de commerces de gros du 23 juin 1970). There is only one employers' organisation, the Federation of Commerce and Distribution (Confédération Française du Commerce de Gros et International - CGI) and the 4 national trade unions are represented (CFDT, CFE-CGC, CGT, CGT-FO), and UNSA (National Union of Autonomous Trade Unions).
- Retail of clothes (Convention collective nationale des maisons à succursales de vente au détail d'habillement du 30 juin 1972). There are two national representative employers' organisation, the largest one being the National Clothing Federation (FNH) and a smaller organisation, the National Confederation of Lingerie Retailers (CNDL). In this branch, the 5 national trade unions are represented (CFDT, CFE-CGC, CGT, CGT-FO), and UNSA (National Union of Autonomous Trade Unions).

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

For each large branch-level agreement, DARES provides the number of employees covered (which help to identify the largest ones) and the total workforce with a salary level between 1 minimum wage (SMIC) and 1.05 SMIC.

The three largest national collective agreements are included in the sample. There is no overlap with company-level agreements.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	2,831,800	2,831,800	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, Commerce de gros, à l'exception des automobiles et des motocycles - Commerce de détail, à l'exception des automobiles et des motocycles
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	2,831,800	2,831,800	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, Commerce de gros, à l'exception des automobiles et des motocycles - Commerce de détail, à l'exception des automobiles et des motocycles

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 4 - Retail 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Food retail and wholesale

Eurofound identifier	CA-FR-2044
Title (native language)	Convention collective nationale du commerce de détail et de gros à prédominance alimentaire
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	747,332

Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	747,332
Quality of the figure	Numbers are (relatively) precise and reliable

Wholesale trade

Eurofound identifier	CA-FR-2070
Title (native language)	Convention collective nationale de commerces de gros
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	389,066
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	389,066
Quality of the figure	Numbers are (relatively) precise and reliable

Clothing retail outlets

Eurofound identifier	CA-FR-2071
Title (native language)	Convention collective nationale des maisons à succursales de vente au détail d'habillement
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	109,729
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	109,729
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 4 - Retail (as defined in the project)
- A good fraction (20% to 49%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

The land transport and transport via pipelines (H-49), and warehousing and support activities for transportation (H-52) are covered by a single national collective agreement: the agreement of the road transport. There are four representative employers' organisations:

- National Federation of Road Transport (Fédération nationale des transports routiers - FNTR).
- National Federation of Passenger Transport (Fédération nationale des transports de voyageurs-FNTV).
- French union of transport and logistics companies (Union des Entreprises de Transport et de Logistique de France - TLF).
- Organisation of European road transporters (Organisation des Transporteurs Routiers Européens – OTRE).

The five national trade unions are representatives in this branch (CFDT, CFE-CGC, CFTC, CGT, CGT-FO).

In the postal sector (H-53), there is no multi-employer collective agreement. Unlike most economic sectors in France, there is no branch that covers companies in the postal sector as social partners failed to negotiate a sector-level collective agreement as expected in the law of 2005. Social dialogue in this sector is therefore exclusively at company level, with the main actor being La Poste group, which accounts for most of the sector's workforce. There are seven main trade unions represented in the group La Poste: the five main national trade unions (CFDT, CFE-CGC, CFTC, CGT, CGT-FO), and in addition UNSA (National Union of Autonomous Trade Unions) and Sud Solidarity (SUD).

But the situation is more complex: some of La Poste's competitors operating in the mail and parcel market are covered by the road transport collective agreement, which includes in its scope also activities belonging to the NACE-2 sector of interest 53.02. However, this postal activity is marginal compared to the other road transport activities carried out by these companies.

According to the main employers' organisation in the road transport sector, the National Road Transport Federation (Fédération Nationale des Transports Routiers - FNTR) it is difficult to identify, among its members, the companies operating in the postal sector, given that the same company may carry out road freight and parcel delivery.

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.

- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

With regards to the NACE-2 sectors of interest, one branch-level agreement covers land transport (as well as warehouse and support activities for transportation). DARES provides the number of employees covered (which help to identify the largest one) and the total workforce with a salary level between 1 minimum wage (SMIC) and 1.05 SMIC.

In the postal sector, as there is no branch-level agreement: the largest agreement is the group-level agreement of Groupe La Poste, the main company in this sector.

These two agreements are the largest in the NACE-2 sectors of interest and are included in the sample.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	1,405,400	1,405,400	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour le secteur "Transports et entreposage"
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	1,405,400	1,405,400	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour le secteur "Transports et entreposage"

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 2 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Road transport

Eurofound identifier	CA-FR-2072
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Title (native language)	Convention collective nationale des transports routiers et activités auxiliaires du transport
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	808,993
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	808,993
Quality of the figure	Numbers are (relatively) precise and reliable

Joint agreement La Poste and France Télécom

Eurofound identifier	CA-FR-2073
Title (native language)	Convention Commune La Poste - France Télécom
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	214,043
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	214,043
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- Most (more than 50% to 89%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

A national collective agreement which covers the accommodation, and food service / beverage service activities is the agreement for hotels, cafes, restaurants (convention collective nationale des hôtels, cafés, restaurants). There are four representative national trade unions represented in the sector (CFDT, CFE-CGC, CGT, CGT-FO) and four employers' organisations:

- Union of hotel trades and industries (Union des Métiers et des Industries de l'Hôtellerie - UMIH).
- National group of independents (Groupement national des indépendants - GNI).
- National group of hotel chains (Groupement National des Chaînes Hôtelières - GNC).
- National union of thematic and commercial catering (Syndicat National de la Restauration Thématique et Commerciale - SNRTC).

There are two other important agreements in the food and service beverage service activities:

1. The agreement for fast food restaurant (convention collective nationale de la restauration rapide) signed by four representative national trade unions represented (CFDT, CFE-CGC, CGT, CGT-FO) and two representatives employers' organisations (the Syndicat National de l'Alimentation et Restauration Rapide (SNARR) and the UMIH).

2. The agreement for catering companies (convention collective nationale du personnel des entreprises de restauration de collectivités), signed by five representative national trade unions represented (CFDT, CFE-CGC, CFTC, CGT, CGT-FO) and two employers' organisations: the National collective catering union (Syndicat National de la Restauration Collective - SNRC), and the National union of catering and service companies (Syndicat National des Entreprises de Restauration et Services - SNERS).

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

NACE-2 sectors of interest I-55 (accommodation) and I-56 (food and beverage service activities), they are both covered by a single branch-level agreement. Two other national collective agreement cover only the food and beverage branch (I-56). For each large branch-level agreement, DARES provides the number of employees covered (which help to identify the largest one) and the total workforce with a salary level between 1 minimum wage (SMIC) and 1.05 SMIC.

The sample include the three largest agreements. There is no overlap with company-level agreements.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	1,039,000	1,039,000	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour le secteur "Hébergement et restauration"
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	1,039,000	1,039,000	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour le secteur "Hébergement et restauration"

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 6 - Hospitality 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Hotels, cafés, restaurants

Eurofound identifier	CA-FR-2074
Title (native language)	Convention collective nationale des hôtels, cafés restaurants
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	646,036
Quality of the figure	Numbers are (relatively) precise and reliable

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

Number of workers covered by the agreement in the low paid sector of interest	646,036
Quality of the figure	Numbers are (relatively) precise and reliable

Fast Food

Eurofound identifier	CA-FR-2076
Title (native language)	Convention collective nationale de la restauration rapide
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	252,950
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	252,950
Quality of the figure	Numbers are (relatively) precise and reliable

Catering companies

Eurofound identifier	CA-FR-2077
Title (native language)	Convention collective nationale du personnel des entreprises de restauration de collectivités
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	96,041
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	96,041
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 6 - Hospitality (as defined in the project)
- Nearly all (90% to 100%) of those workers in 6 - Hospitality (as defined in the project), which are covered by a collective agreement.

7 - Business support services

Background information

The four largest collective agreements in the NACE-2 sectors of interest N-78 (employment activities), N-80 (security and investigation activities), N-81 (services to buildings and landscape activities) and N-82 (office administrative, office support and other business support activities) are the following:

- National collective agreement for cleaning companies and associated services (Convention collective nationale des entreprises de propreté et services associés). There are two representative employers' organisations: the Federation of cleaning companies and associated services (Fédération des entreprises de propreté et services associés - FEP), and the National union of cleaning professionals and associated services (Syndicat national des professionnels de la propreté et des services associés - SNPRO). The four representative trade unions are CFDT, CFTC, CGT, CGT-FO.
- National collective agreement of prevention and security companies (Convention collective nationale des entreprises de prévention et de sécurité). There are four employers' organisations: the Group of security companies (Groupement des entreprises de sécurité - GES); the Union of air and airport security companies (Syndicat des entreprises de sureté aérienne et aéroportuaire - SESA); the Professional grouping of telesurveillance professions and prevention and security teleservices (Groupement professionnel des métiers de télésurveillance et télé-services de prévention et sécurité - GPMSE TIs); the Association of security professions Association des métiers de la sécurité (ADMS). There are seven representative trade unions: CFDT, CFTC, CFE-CGC, CGT, CGT-FO, SUD Solidarity (SUD) and UNSA (National Union of Autonomous Trade Unions).
- National collective agreement of Pole Emploi (Convention collective nationale de Pôle emploi). There is only one employers' organisation, Pôle Emploi, and there are eight representative trade unions: CFDT, CFTC, CFE-CGC, CGT, CGT-FO, Fédération syndicale unitaire (FSU), and SUD Solidarity (SUD), and the National trade union of Pôle emploi employees (Syndicat national du personnel de Pôle-Emploi - SNAP POLE EMPLOI).
- National collective agreement for Service providers in the service sector (Convention collective nationale des prestataires de services secteur tertiaire). There are seven employers' organisations, the main ones being: the National Syndicate of Animation and Promotion Services Providers (Syndicat National des Prestataires de Services d'Animation et de Promotion - SNPA); the National Syndicate of Organizers and Directors of Promotional and Commercial Actions (Syndicat National des Organismes et Réalisateurs d'Actions Promotionnelles et commerciales - SORAP); the Union of Contact Center Professionals (Syndicat des Professionnels des Centres de Contacts - SP2C). There are six representative trade unions: CFDT, CFTC, CFE-CGC, CGT, CGT-FO, and SUD Solidarity.

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

The sample include the four largest agreements. There is no overlap with company-level agreements.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	2,762,700	2,762,700	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour les secteurs "Activités de services administratifs et de soutien" + "Intérim" + "Autres activités de services"
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	2,762,700	2,762,700	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour les secteurs "Activités de services administratifs et de soutien" + "Intérim" + "Autres activités de services"

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Pôle emploi

Eurofound identifier	CA-FR-2080
Title (native language)	Convention collective nationale de Pôle emploi
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	54,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	54,000
Quality of the figure	Numbers are (relatively) precise and reliable

Prevention and security companies

Eurofound identifier	CA-FR-2081
Title (native language)	Convention collective nationale des entreprises de prévention et de sécurité
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	190,733
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	190,733
Quality of the figure	Numbers are (relatively) precise and reliable

Cleaning companies and associated services

Eurofound identifier	CA-FR-2093
Title (native language)	Convention collective nationale des entreprises de propreté et services associés
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	534,274
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	534,274
Quality of the figure	Numbers are (relatively) precise and reliable

Service providers in the service sector

Eurofound identifier	CA-FR-2098
Title (native language)	Prestataires de services secteur tertiaire
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	179,097
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	179,097
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 7 - Business support services (as defined in the project)
- A good fraction (20% to 49%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

Several branch-level collective agreements cover in total or partially the social services sector:

- Eight national collective agreements cover in total or partially the NACE-2 sector of interest Q-87 (residential care activities) and cover about 735,000 employees.
- 14 national collective agreements cover in total or partially the NACE-2 sector of interest Q-88 (social work activities without accommodation) and cover about 1,285,000 employees.
- Seven further national collective agreements cover in total or partially both NACE-2 sectors of interest.

Among the most representative trade unions: CFTD, CGT, CGT-FO, CFE-CGC, and SUD

Among the social partners representing companies: the Federation of Solidarity Private Hospitals and Assistance to Persons (Fédération des Établissements Hospitaliers et d'Aide à la Personne privés solidaires - FEHAP); NEXEM.

The three main collective agreements of the social services sector, in terms of employment coverage are:

- Convention collective nationale des établissements privés d'hospitalisation, de soins, de cure et de garde à but non lucratif du 31 octobre 1951 (National Collective Agreement for Private Non-Profit Hospital, Care, Cure and Custody Facilities of 31 October 1951).
- Convention collective nationale de travail des établissements et services pour personnes inadaptées et handicapées du 15 mars 1966 (National Collective Labour Agreement on Institutions and Services for the Disabled of 15 March 1966).
- Convention collective de la branche de l'aide, de l'accompagnement, des soins et des services à domicile (National collective agreement of the domestic aid branch).

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

For each large branch-level agreement, DARES provides the number of employees covered (which help to identify the largest one) and the total workforce with a salary level between 1 minimum wage (SMIC) and 1.05 SMIC.

The three largest national collective agreement have been listed.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	1,362,928	1,362,928	DARES + own estimation
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	1,362,928	1,362,928	DARES + own estimation

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 8 - Residential and social care 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Non-profit hospitals

Eurofound identifier	CA-FR-2095
Title (native language)	Convention collective nationale des établissements privés d'hospitalisation, de soins, de cure et de garde à but non lucratif
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	360,364
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	360,364
Quality of the figure	Numbers are (relatively) precise and reliable

Home care and support services

Eurofound identifier	CA-FR-2099
Title (native language)	Convention collective nationale de la branche de l'aide, de l'accompagnement, des soins et des services à domicile
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	215,627
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	215,627
Quality of the figure	Numbers are (relatively) precise and reliable

Establishments for disabled and maladjusted

Eurofound identifier	CA-FR-2100
Title (native language)	Convention collective nationale de travail des établissements et services pour personnes inadaptées et handicapées du 15 mars 1966
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	475,611
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	475,611
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 8 - Residential and social care (as defined in the project)
- Most (more than 50% to 89%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

The live performance sector is composed of several branches (in other words, sub-sectors).

A first sub-sector brings together organisations of employers receiving grants from public authorities to insure their activities. They are covered by the collective agreement of artistic and cultural undertakings ('Convention collective des entreprises artistiques et culturelles' - CCNEAC). This collective agreement was extended to all employers. This subsector includes three representative trade unions (CGT, CFDT, SUD Solidaires) and seven representative employers' organisations:

- National Union of Artistic and Cultural Companies (Syndicat National des Entreprises Artistiques et Culturelles - SYNDEAC).
- The Musical Forces (Les Forces Musicales - LFM).
- Syndicate of Current Music (Syndicat des Musiques Actuelles - SMA).
- National Syndicate of Public Scenes (Syndicat National des Scènes Publiques - SNSP).
- Federation of Independent Artistic Creation Structures (Fédération des Structures Indépendantes de Création Artistique - FSICPA).
- Professional Union of Producers, Festivals, Ensembles, Independent Music Broadcasters (Syndicat Professionnel des Producteurs, Festivals, Ensembles, Diffuseurs Indépendants de Musique - PROFEDIM).
- National Federation of Street Arts (Fédération Nationale des Arts de la Rue - FNAR).

A second sub-sector includes private companies that do not typically receive grants from public authorities. This sub-sector has negotiated a single national collective agreement in 2012, the national collective agreement for companies in the private sector of the performing arts (convention collective nationale des entreprises du secteur privé du spectacle vivant). Four trade unions are representative (CFDT, CFE-CGC, CGT, UNSA) and five employers' organisations:

- National Union of Producers, Broadcasters, Festivals and Musical and Variety Show Venues (Syndicat National des Producteurs, Diffuseurs, Festivals et Salles de Spectacle Musical et de variété - PRODISS).
- Fédération de la Création Artistique Privée, Théâtres, Cabarets, Producteurs, Diffuseurs et Lieux de Spectacles (Federation of Private Artistic Creation, Theatres, Cabarets, Producers, Broadcasters and Performance Venues - SCENES).
- Syndicat National des Entrepreneurs du Spectacle (National Union of Performing Arts Entrepreneurs (SNES).
- Syndicat des Musiques Actuelles (Current Music Syndicate - SMA).
- Fédération des Structures Indépendantes de Création Artistique (Federation of Independent Artistic Creation Structures - FSICPA).

A third sub-sector is composed of the live performance sector and the audiovisual sector, under the framework of the collective agreement of technical support (Convention collective nationale des

entreprises techniques au service de la création et de l'événement du 21 février 2008), which allows less rights and protection to workers than the collective agreement of artistic and cultural undertakings. There are two employers' organisations considered representative: the Federation of Cinema, Audiovisual and Multimedia Industries (Fédération des Industries du Cinéma, de l'Audiovisuel et du Multimédia - FICAM), and the National Syndicate of Scenic and Event Audiovisual Service Providers (Syndicat national des prestataires de l'audiovisuel scénique et évènementiel - SYNPASE).

Moreover, public bodies like Opéra de Paris, Comédie française and 40 other bodies and public theatres are not covered by a sectoral or subsectoral collective agreements but have their own company-level agreements which apply to their whole workforce.

Finally, there is also an inter-subsectoral collective bargaining common to private and public employers. A national collective agreement explains the division of both subsectors (Accord interbranche sur la définition des champs d'application des conventions collectives des secteurs publics/privés du 22 mars 2005). The inter-subsectoral collective agreements that cover employees either from public or private sector, are all extended:

- Agreement on health and safety of short-term employees ("intermittents") of 29 June 2009.
- Agreement on contractual policy within public and private live performance sector of 24 June 2008 (Accord interbranche sur la politique contractuelle dans le spectacle vivant public et privé du 24 juin 2008 étendu par arrêté du 4 décembre 2008).
- Framework agreement on professional training of 11 May 2011.

Finally, further national collective agreements, each covering over 5,000 employees, exist:

- Employees of the sport sector.
- Employees of casinos.
- Employees of leisure parks.

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

For each large branch-level agreement, DARES provides the number of employees covered (which help to identify the largest one) and the total workforce with a salary level between 1 minimum wage (SMIC) and 1.05 SMIC.

The two main collective agreements in the R-90 sector of interest (creative, arts and entertainment activities) have been listed. The largest ones have been identified for each of the two other NACE-2 sectors of interest, R92 (gambling and betting activities) and R93 (sports activities and amusement and recreation activities).

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	290,600	290,600	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour le secteur "Arts, spectacles et activités récréatives"
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	290,600	290,600	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour le secteur "Arts, spectacles et activités récréatives"

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 9 - Arts, gambling and sports 7 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Artistic and cultural enterprises

Eurofound identifier	CA-FR-2103
Title (native language)	Convention collective nationale pour les entreprises artistiques et culturelles
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	26,973
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	26,973

Quality of the figure	Numbers are (relatively) precise and reliable
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Private sector performing arts companies

Eurofound identifier	CA-FR-2105
Title (native language)	Convention collective nationale des entreprises du secteur privé du spectacle vivant
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	11,630
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	11,630
Quality of the figure	Numbers are (relatively) precise and reliable

Casinos

Eurofound identifier	CA-FR-2107
Title (native language)	Convention collective nationale des casinos
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	14,260
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	14,260
Quality of the figure	Numbers are (relatively) precise and reliable

Sport

Eurofound identifier	CA-FR-2109
Title (native language)	Convention collective nationale du sport
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	136,879
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	136,879
Quality of the figure	Numbers are (relatively) precise and reliable

Leisure, Amusement and Cultural Facilities

Eurofound identifier	CA-FR-2497
Title (native language)	Convention collective nationale des espaces de loisirs, d'attractions et culturels du 5 janvier 1994
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	40,011
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	40,011
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Technical companies serving creation and events

Eurofound identifier	CA-FR-2498
Title (native language)	Convention collective nationale des entreprises techniques au service de la création et de l'événement
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	14,807
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	14,807
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

cinema exhibition

Eurofound identifier	CA-FR-2499
Title (native language)	Convention collective nationale de l'exploitation cinématographique
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	8,111
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	8,111
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 9 - Arts, gambling and sports (as defined in the project)
- Most (more than 50% to 89%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

The main national collective agreement in the NACE-2 sector of interest S-96 (other personal service activities) are the following:

1. National collective agreement for technical consultancy firms, engineering consultancies and consultancy firms of 15 December 1987 (convention collective nationale des bureaux d'études techniques, des cabinets d'ingénieurs-conseils et des sociétés de conseils). The representative employers' organisations are Syntec Federation and Fédération des Syndicats des métiers de la prestation intellectuelle du Conseil de l'Ingénierie et du Numérique (CINOV). The representative trade unions are CFDT, CFE-CGC, CGT CFTC.

2. National collective agreement for service providers in the tertiary sector (Convention collective nationale du personnel des prestataires de services dans le domaine du secteur tertiaire).

The representative employers' organisations are:

- Syndicat National des Prestataires de Services d'Animation et de Promotion (SNPA).
- Syndicat National des Organiseurs et Réalisateurs d'Actions Promotionnelles et commerciales (SORAP).
- Syndicat des Professionnels des Centres de Contacts (SP2C).
- Fédération Nationale de l'Information d'Entreprise, de la Gestion de Créances et de l'Enquête Civile (FIGEC).
- Chambre Professionnelle de métiers de l'accueil téléphonique (SIST).
- Syndicat National des Cabinets de Recouvrement de Créances et de Renseignements Commerciaux (ANCR).
- Syndicat National des Professionnels de l'Hébergement d'Entreprise (SYNAPHE).

The representative trade union organisations are CFDT, CFE-CGC, CGT, CGT-FO, CFTC, SOLIDAIRES.

3. Collective agreement for "freelance workers" of 22 March 2017 (Convention collective de branche des salariés en portage salarial du 22 mars 2017).

The representative employers' organisations are the Syndicat des professionnels de l'emploi en portage salarial (PEPS): 75.42%; and the Fédération des Entreprises de Portage Salarial (FEPS): 24.58%.

The representative trade unions are: CFE-CGC, CFDT, CFTC, CGT.

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE:
<https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.

- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

With regards to the NACE-2 sector of interest S-96 (other personal service activities), several branch-level agreements exist, but there are two largest one, according to DARES which provides the number of employees covered: these are the ones listed in the sample. Other national collective agreements may exist, but no data is available.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	499,200	499,200	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour le secteur "autres activités de services"
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	499,200	499,200	DARES, Estimations trimestrielles d'emploi salarié, Q4 2020, pour le secteur "autres activités de services"

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 10 - Personal services 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Employees on a freelance basis

Eurofound identifier	CA-FR-2486
Title (native language)	Salariés en portage salarial
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	11,801

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	11,801
Quality of the figure	Numbers are (relatively) precise and reliable

Employees of service providers (tertiary sector)

Eurofound identifier	CA-FR-2496
Title (native language)	Convention collective nationale du personnel des prestataires de services dans le domaine du secteur tertiaire
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	174,097
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	174,097
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 10 - Personal services (as defined in the project)
- A good fraction (20% to 49%) of those workers in 10 - Personal services (as defined in the project), which are covered by a collective agreement.

11 - Domestic personnel

Background information

The main collective agreement from domestic personnel is that of individual employers, signed in 2022. It is signed by one employers' organisation, the Fédération nationale des particuliers employeurs (FEPEM), three of the five national trade union federations (CFDT, CGT, CGT-FO), UNSA (National Union of Autonomous Trade Unions), and two sector-related trade unions: the Professional union of maternal assistants and family assistants (SPAMAF) and the Professional union of assistants Confederation of Unions of Family Assistants and Maternal Assistants (CSAFAM).

Since 1 January 2022, the sector of private employers and home employment has therefore benefited from a new and unique collective agreement. It offers, according to the FEPEM, 'a stable and modernized legal framework to guarantee a serene employment relationship, with a notable simplification for individual employers and the strengthening of the social rights of employees, made possible by a mechanism of pooling between employers'.

According to the last 'branch report' published in 2022, there are 3.3 million individual employers and 1.3 million employees (<https://www.fepem.fr/wp-content/uploads/Infographie-Nationale-2022.pdf>)

To be noted, in order to provide complete information, that DARES, Quarterly estimates of employment, Q4 2020, for the sector "Activities of households as employers" states another number (430,500), but since this latter figure seems not consistent with other sources, FEPEM estimations have been relied on for the purposes of this database.

Sampling information

To provide the sample, three steps have been implemented:

- The first step consisted in identifying the activities under the NAF (nomenclature of French activities) and NACE-2 code provided by INSEE: <https://www.insee.fr/fr/metadonnees/nafr2/sousClasse/88.10A?champRecherche=false>
- The second step consisted in checking the collective agreements that apply.
- The third step consisted in checking which is the largest collective agreement on the website of DARES, since it provides detailed information for all branch-level collective in branches with over 5,000 employees: <https://dares.travail-emploi.gouv.fr/donnees/les-portraits-statistiques-de-branches-professionnelles>

This process enables to identify the largest agreements in each NACE-2 sector of interest.

All collective agreements are published on the publicly accessible website www.legifrance.gouv.fr, that gives access to their PDF version. National collective agreements on sectoral level usually have a provision about their scope by including different NACE codes that are covered.

The listed agreement is the only one applying to domestic personnel, so all workers working in this NACE-2 sector of interested are covered by this agreement specifically. Figures referring to the number of workers in the NACE-2 sector of interest were drawn from FEPEM.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	1,300,000	1,300,000	FEPEM
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	1,300,000	1,300,000	FEPEM

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 11 - Domestic personnel 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Individual employers and home-based employment

Eurofound identifier	CA-FR-2113
Title (native language)	Convention collective nationale des particuliers employeurs et de l'emploi à domicile
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,300,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,300,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 11 - Domestic personnel (as defined in the project)

Nearly all (90% to 100%) of those workers in 11 - Domestic personnel (as defined in the project), which are covered by a collective agreement.

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