Some recent developments in France
The January agreement

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The January 2013 agreement (*Accord national interprofessionnel- ANI*)

- After Presidential and parliamentary elections
- A social roadmap presented by the gouvernement
- A negotiation for securing of employment
- Agreement among social partners
Four chapters

• Securing of employment
• Information for workers on the strategy of the company
• Maintaining jobs during difficult times
• Rationalization of legal disputes
Securing of employment

Six new rights:

- Supplementary health insurance for workers
- New rights regarding unemployment benefits ('droits rechargeables'),
- Taxes on short term contracts
- (Personal training account)
- (Voluntary mobility)
- (Part time regulation)
Information for workers on the company's strategy

This chapter contains 4 main points.

- Information and consultation of worker representatives
- Workers will be represented in governance bodies
- Closure and take-over site
- (Internal mobility)
Maintaining job during difficult times

Three topics:

- Agreement on maintaining employment
- Dismissals
- (Part activity)
Rationalization of legal disputes

Three issues

- Substantive judgment vs procedural judgment
- Scale of allowance
- Limitation of actions
Conclusion

Actor's point of view

- Employers association

- Trade unions are divided
  - The signatories
  - The non-signatories