

French national collective agreement for a successful implementation of telework

11 26 2020

TELEWORK IN FRANCE BEFORE COVID CRISIS

| A rather confidential work organisation until now

➔ approx. 3% of employees used to telework over the last years

| Focus on the legal/conventional framework

➔ National collective agreement of 2005 on telework

➔ Aiming at organizing regular teleworking

➔ A complete social partners' report on telework development in 2017

➔ This report already identifies new stakes in implementing telework, especially regarding the use of digital tools

➔ Following this report, a modification of labor law on this matter in 2017

➔ One main objective: enabling effective social dialogue on telework implementation at the company level

CONTEXT OF THE NEGOCIATION

- | **Following the 1st lockdown due to the pandemic, and considering the large-scale implementation of « imposed » telework, French social partners decided to establish a diagnosis of the situation:**
 - ➔ about **25% of all employees worked from home over last spring**
 - ➔ **this was a previously unseen level of telework** and we needed to identify the lessons that has to be learned from this particular experimentation in order to enables the development of telework
- | **Based on this assessment, and regarding the situation of the pandemics and the need for useful guidelines for workers and employers on telework, we decided to open a negotiation with 2 main objectives:**
 - ➔ **preserve the existing legal/conventional framework for organising and securing telework in the company**
 - ➔ **clarify and make explicit for trade unions and employees, existing rights and protections**
 - ➔ **promote and secure collective bargaining to reach a useful agreement for companies and employees**
 - ➔ **prevent any public authorities intervention aiming at modifying telework organisation framework**
- | **5 negotiation sessions within 1 month:**
 - ➔ **an agreement signed by 7 out of 8 representative social partners at the national level**

AGREEMENT'S ARCHITECTURE

1. Thinking about the place of telework within the company's strategy

2. Implementing telework

3. Organizing telework

4. Guiding employees and managers in a telework context

5. Preserving the work relationship while teleworking

6. Maintaining a good level of social dialogue in case of telework

7. Guidelines to implement telework in extraordinary circumstances (such as pandemics)

NEXT STEPS

- | How to make this agreement useful at the **company** and at the **sectorial** level?
- | How French social partners intend to deal with other aspects of digitalization – especially the **impacts of A.I. on employment**?
 - ➔ What are those impacts?
 - ➔ How can it change the nature of jobs and needed competences?
 - ➔ How can we better foresee/take into account those impacts?