Liberté, Égalité and Fraternité at Work

Liberté, Égalité and Fraternité at Work

**Changing French Employment
Relations and Management**

Steve Jefferys

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For Stam, James and Margot

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List of Acronyms

AAH	<i>Allocation adulte handicapé</i>	Disability benefit
ACOSS	<i>Agence centrale des organismes de sécurité sociale</i>	Central agency for social security
AFEP	<i>Association française des entreprises privées</i>	Privately-owned (very large) employers' association
AGFF	<i>Association pour la gestion des fonds de financement</i>	Investment fund management agency
AGIRC	<i>Association générale des institutions de retraite des cadres</i>	Supplementary pension scheme for managers
ALF	<i>Allocation de logement à caractère familial</i>	Family housing benefit
API	<i>Allocation de parent isolé</i>	Single parent benefit
APL	<i>Aide personnalisée au logement</i>	Individual housing benefit
ANPE	<i>Agence nationale pour l'emploi</i>	National Employment Agency
APM	<i>Association progrès du management</i>	Union of Clubs for Management Progress
ARPE	<i>Allocation de remplacement pour l'emploi</i>	Early retirement benefit
ARRCO	<i>Association des régimes de retraite complémentaire</i>	Supplementary pension scheme for non-managerial workers
ASF	<i>Association pour la structure financière</i>	Financial structure association (financing early retirement)
CA	<i>Conseil d'administration</i>	Company board
CAP	<i>Commission administrative paritaire</i>	Joint administrative advisory committee (public sector only)
CCI	<i>Chambre de Commerce et de l'industrie</i>	Chamber of Commerce and Industry
CE	<i>Comités d'entreprise</i>	Works councils
CF	<i>Complément familial</i>	Family supplement

CFTC	<i>Confédération française des travailleurs chrétiens</i>	National Christian Workers' Union
CFDT	<i>Confédération française démocratique du travail</i>	National Democratic Workers' Union
CGC	<i>Confédération générale des cadres</i>	National Managers' Union
CGPF	<i>Confédération générale de la production française</i>	National manufacturing confederation
CGPME	<i>Confédération générale des petites et moyennes entreprises</i>	National Association of small and medium-sized firms
CGT	<i>Confédération générale du travail</i>	General Workers' Union
CGTU	<i>Confédération générale du travail unitaire</i>	United General Workers Union
CID-UNATI	<i>Confédération Intersyndicale de Défense et d'Union Nationale d'Action des Travailleurs Indépendants</i>	Self-employed Defence and Action Association
CJD	<i>Centre des jeunes dirigeants</i>	Young executives' centre
CMU	<i>Couverture maladie universelle</i>	Universal health cover
CNAF	<i>Caisse nationale d'allocations familiales</i>	National family allowance agency
CNAM	<i>Caisse nationale d'assurance-maladie</i>	Health service agency
CNAMTS	<i>Caisse nationale d'assurance-maladie des travailleurs salariés</i>	Workers' health service agency
CNAVTS	<i>Caisse nationale de l'assurance-vieillesse des travailleurs salariés</i>	Workers' old age pension agency
CNPF (Patronat)	<i>Conseil national du patronat français</i>	French Bosses Council
CSG	<i>Contribution sociale généralisée</i>	National social insurance deduction
CSL	<i>Confédération des syndicats libres</i>	Free trade union confederation
EDC	<i>Entrepreneurs et Dirigeants Chrétiens</i>	Christian entrepreneurs and executives
ENA (énarque)	<i>École nationale d'administration</i>	School of National Administration/graduate

Ethic	<i>Entreprises de taille humaine indépendantes et de croissance</i>	Club for growing, independent medium-sized firms
FEN	<i>Fédération de l'éducation nationale</i>	National Teachers Union
FN	<i>Front national</i>	National Front party
FNB	<i>Fédération nationale du bâtiment</i>	Building employers' association
FNSEA	<i>Fédération nationale des syndicats d'exploitants agricoles</i>	National farmers' Union
FO	<i>CGT-Force Ouvrière</i>	Workers' Power – CGT
HEC	<i>École des Hautes Études Commerciales</i>	Advanced Business School
ICT	<i>Ingénieurs, cadres et techniciens</i>	Managers, engineers and technical workers
Medef	<i>Mouvement des entreprises de France</i>	French Business Movement
MNR	<i>Mouvement national républicain</i>	National Republican Front
MRP	<i>Mouvement républicain populaire</i>	Popular Republican Party
MV	<i>Minimum vieillesse</i>	Guaranteed minimum old age pension
OPACIF	<i>Organisme paritaire agréé dans le cadre du congé individuel de formation</i>	Individual training leave joint management body
PARE	<i>Plan d'aide au retour a l'emploi</i>	Back to Work plan
PCF	<i>Partie communiste française</i>	French Communist Party
PDP	<i>Partie démocrate populaire</i>	Popular Democratic Party
PME	<i>Petites et moyennes entreprises</i>	SME – small and medium-sized firms
PS	<i>Parti socialiste</i>	Socialist Party
RPR	<i>Rassemblement pour la République</i>	All for the Republic
SMIC	<i>Salaire minimum interprofessionnel de croissance</i>	National growth minimum wage
SMIG	<i>Salaire minimum interprofessionnel garanti</i>	National guaranteed minimum wage
SNPMI	<i>Syndicat national du patronat moderne et indépendant</i>	Independent modern employers' association
SNUI	<i>Syndicat national unifié des impôts</i>	Tax staffs' united national trade union

SUD	<i>Solidaires unitaires et démocratiques</i>	Together United and Democratic trade union
UCANSS	<i>Union des caisses nationales de sécurité sociale</i>	National social security agency
UDF	<i>Union pour la démocratie française</i>	Union for French Democracy
UIMM	<i>Union des industries métallurgiques et minières</i>	Engineering and mining employers' association
UMP	<i>Union pour la majorité présidentielle</i>	Union for a Presidential Majority
UNAPL	<i>Union nationale des professions libérales</i>	Liberal professions' association
UNEDIC	<i>Union nationale interprofessionnelle pour l'emploi dans l'industrie et le commerce</i>	Unemployment insurance for industry and commerce
UNSA	<i>Union nationale des syndicats autonomes</i>	National Union of Independent Unions
UPA	<i>Union professionnelle artisanale</i>	Skilled Crafts Association

Preface

The research for this book began in 1998 when I combined a European Union teaching fellowship at the University of Évry organised by Jean-Pierre Durand with a sabbatical semester generously provided by Keele University. Since then, writing has continued in fits and starts, most often when I have been able to look out on the Roc d'Enfer in the Haute-Savoie. Macmillan, in its current incarnation as Palgrave Macmillan, has been most understanding as successive deadlines swept by, most often on a tide of other contractual research commitments. As these were often linked to Anglo-French or wider European comparisons, however, they frequently contributed both directly and indirectly to this book. To my friends and research colleagues Thérèse Beaupain, Mick Carpenter, Sylvie Contrepois, Peter Cooper, Frederik Mispelblom, Birger Simonson, Carole Thornley and Christer Thornqvist, with whom I have collaborated on European research and writing projects over recent years I owe much for having made me think more laterally than I once did. Frank Burchill and the other believers at the Keele University school of 'real industrial relations' also helped enormously in providing the space to think, research and write. At my current university, the London Metropolitan University, where I am Professor of European Employment Studies and Director of the Working Lives Research Institute, new colleagues and friends have been genuinely welcoming.

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