

# TAW in France, yesterday and today. A permanent attempt to dualism

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	<b>Agency Work penetration rate (%, 2006)</b>	<b>Sale Revenues (billions €, 2006)</b>
France	2,4	20
Germany	1,3	9
Netherlands	2,5	9
UK	4,5	36
Japan	1,9	25
USA	2,0	87

*source : CIETT, The agency world industry around the world, 2007 edition*

# TAW and other temporary contracts in France

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**Table 1 – Share of Standard and Non Standard Employment in total Labour Force (annual averages, %)**

	2002	2003	2004	2005
TAWs	2,0	1,9	2,0	2,2
Fixed term contracts	6,7	6,5	6,8	6,9
Training period and subsidized contracts	2,3	2,1	1,8	1,7
Part timers *	34,9	35,9	36,8	37,6
Open-ended contracts	76,7	77,0	77,4	76,9
<i>Total Labour Force</i> *	100	100	100	100

\* *employees and independent - source : INSEE, Labour Force Surveys*

# Overview

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- The development of TAW in France since 1950
  - 1- Its birth context (1950 – 1968)
  - 2- Its regulation (1969 – 2004)
  - 3- The recent changes. The Borloo's law : a revolution in the French landscape (2005)
- Today: a dual market ?
  - 4- The agency side: big firms / small firms
  - 5- The worker side: continuously employed / discontinuously employed ?
- 6- Conclusion: strategies of the French actors

# 1 - The birth context of TAW in France (1950 – 1968)

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« Just a telephone  
and a room »

Stabilization of  
employment

1956 : 6 000 tempers  
1968 : 105 000 tempers

A lot of  
small TWA

Monthly payment's  
developpment

1968 :  
42 % desk work,  
60 % women,  
65 % under 35 years old

No reglementation  
for TAW

Creation of ANPE  
(*Agence Nationale pour l'Emploi,  
public service for employment*)  
(1967)

« New human's merchant »  
(Guy Caire)

## 2- The TAW regulation 1969 – 2004

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- 1969: the first firm's agreement between Manpower and the CGT (trade union)
- 1972 : the first law, its provisions:
  - ▣ An exclusive business for the agency
  - ▣ Agency can't compete against ANPE, pre-employment is forbidden
  - ▣ TAW must have limited duration
  - ▣ TAW can't substitute permanent employment
  - ▣ Only 6 defined circumstances to employ a temporary worker
- Since then, the same architecture remained
  - ▣ succession of change in law 1982, 1985, 1990, 1992, 2002
  - ▣ about: circumstances to employ tempers, maximum duration of assignments, compulsory financial guarantee to open a TWA
- Since then : an expansion of this business

1968 : 105 000 tempers, 2007 : 638 000 tempers (full time equivalents)  
Kornig, M. Labor TAW in France. Yesterday and today 23/06:2008

### 3- Recent changes: Borloo's law (18 January 2005)

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- From human's merchant to partner of Public Service for Employment...
  - ▣ The end of the monopoly of placement for ANPE
  - ▣ Agencies are formally recognized as a partner of the Public Service of Employment (ANPE) to fight against unemployment
  - ▣ TWA can do pre-employment and employment (permanent employment and short term contract) => new market (2007: 39 000 placements)
- New "circumstances" for assignments: functions of social criteria of the temper (especially for people who have professional problem or professional insertion problem) : TAW has « social utility ».
- TAW was an atypical occupation, it becomes a normal's job

## 4- the agency side, *a highly concentrated sector*

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**Number of Temporary Work Agencies (1996-2006)**  
(source CIETT)

	1996	2006
<b>USA</b>	6 200	6 000
<b>UK</b>	5 000	10 500
<b>Japon</b>	9 000	30 600
<b>France</b>	850	1 200
<b>Allemagne</b>	5 058	2 500
<b>Pays Bas</b>	400	2 100



- 1997: the 10 bigger firms = 71% of the total revenue of the business
- 2004:
  - ▣ the 4 first (ADECCO, Manpower, Védior-Bis et ADIA) = the same part : 71% of the total revenue
  - ▣ the 2 first ADECCO et Manpower = 46 % of the total revenue.

*source SETT PRISME*

## 5- the worker side, *almost continuously employed / discontinuously employed ?*

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- 5-1 who are TAWs ?
  - ▣ Young males, blue collars, unskilled, secondary sector
  - ▣ but skills and services sectors are increasing
- 5-2 Are TAWs continuously employed / underemployed
  - ▣ in other word is it a choosen occupation
  - ▣ is it a highly a forced choice: TAW or unemployment ?

## 5-1 TAW: Young males, blue collars, unskilled, secondary sector

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	<b>1995</b>	<b>2006</b>
<b>Men</b>	75,3	72,4
<b>Women</b>	24,7	27,6
<b>All</b>	100	100

*% , full time equivalent, source : DARES, UNEDIC*

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	1995	2006
< 25 y.o	35,2	31,4
25-49 y.o.	60,9	61,6
≥ 50	3,9	7,0
All	100	100

*% , full time equivalent, source : DARES, UNEDIC*

		1995	2000	2004
managers		0,3	0,9	1,6
intermediates		3,7	5,0	6,4
White Collars		15,8	19,95	12,7
Blue collars	skilled	33,5	32,3	36,0
	unskilled	46,6	48,3	43,3
<i>All</i>		100	100	100

*% (100 = all employed of the sector), full time equivalent, source : DARES, UNEDIC*

	2000	2006
Industry	7,1	7,0
<i>Food industry</i>	6,3	7,0
<i>Car industry</i>	10,9	8,7
Building construction	7,9	8,8
Non industrial sectors	1,5	1,6
<b>All sectors</b>	<b>3,1</b>	<b>3,4</b>

## 5-2 Permanent TAWs or underemployed TAWs ?

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- average length of assignments : 1,9 weeks (source DARES UNEDIC)
- average accumulated working hours for the year : 7,5 months (source : BVA – FAFtt)
- average number of agencies used during the year : 2,7 agencies (source : BVA – FAFtt)
- 54% of TAWorkers are employed continuously during the year (source : BVA – FAFtt)

# 6- Conclusion: what about the French social actors

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- agencies
  - ▣ dynamics for regulation : big firms / small firms
- unions
  - ▣ formal hostility to precariousness
  - ▣ TAW is not the urgency (it's not the worst temporary contract in France)
- a divide between two figures of TAW as a consequence ?