

NEWEFIN - FRANCE

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Hanneke Bennaars | 30 November 2018

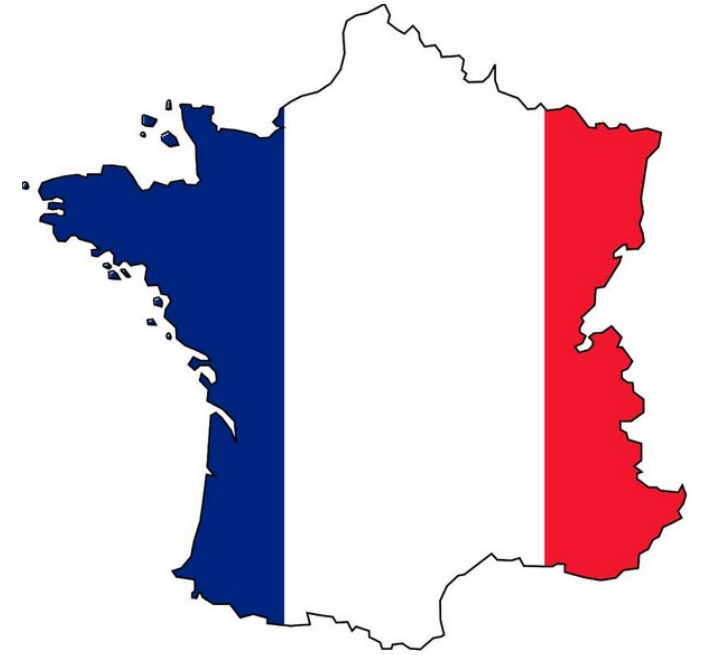


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France

- **Interviews – ongoing**
- **Legislative developments self-employed**
- **Legislative developments platform work**
- **Developments social dialogue platform work**



Legislative developments self-employed

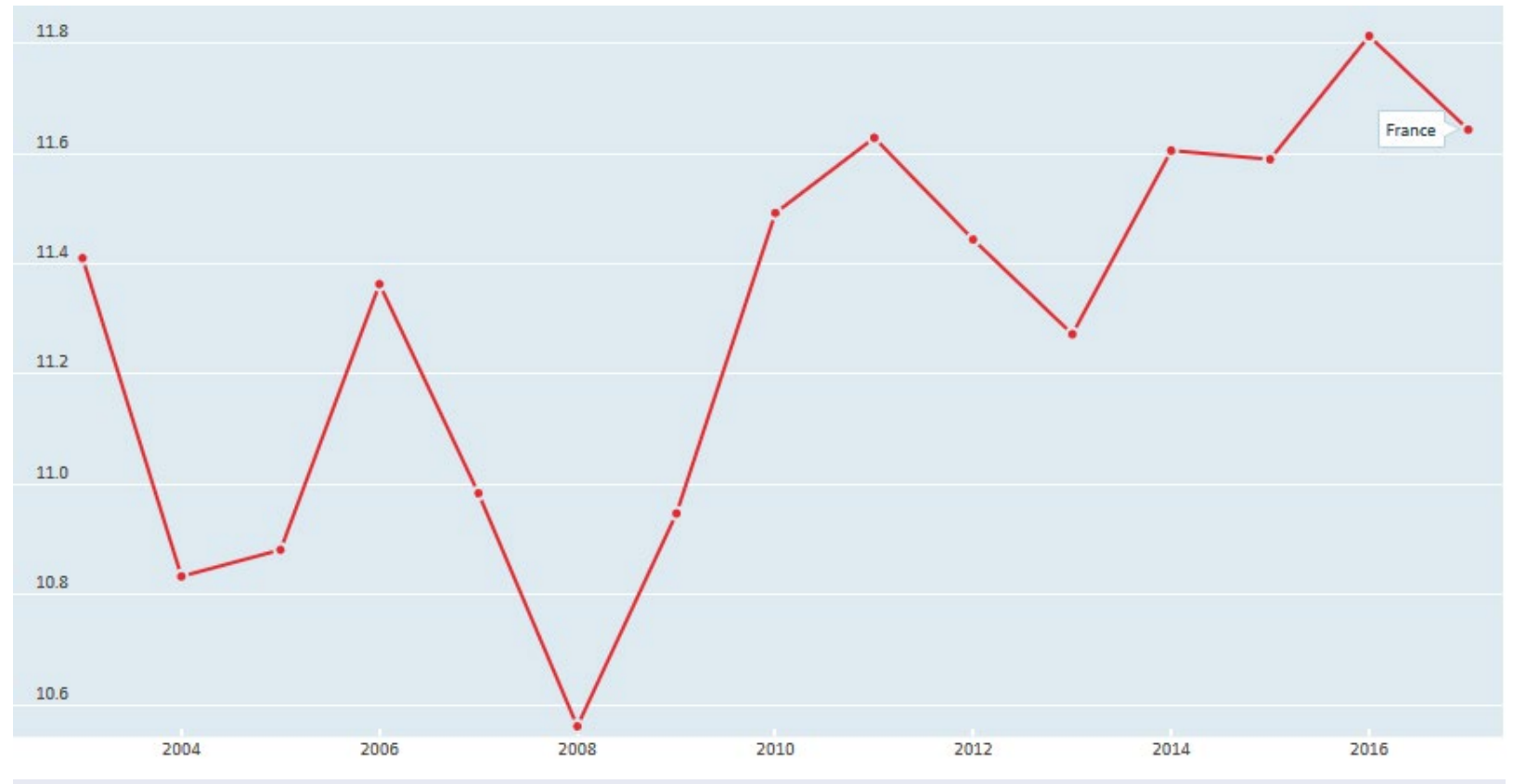
- Possible to work in a co-operative as a freelancer
- 2015: Micro-entreprise regime (loi Pinel)
 - Tax status for *Entreprise Individuelle*
 - Only below threshold (approx. .EUR 33,000 turnover per year for services)
 - Simplified tax and accounting requirements (online)
- Social protection *micro-entrepreneurs*
 - Health care and family risk (all residents)
 - Pension (self-employed scheme) (22.7 % contribution)

Not covered:

- unemployment,
- Accidents / occupational disease (possible on a voluntary bases)

Growth of self-employment ?

- Loi Pinel has not caused a significant growth
- Self-employment rate circles around 11.6 % of the working population



Legislative developments platformwork

2016: El Khomri Act

- Self employed who for the purpose of the professional activity have recourse to one or more electronic contact platforms
- Cost for vocational training paid by the platform
- Dependent workers may organize and join trade unions and defend their interest collectively through the unions
- Collectively refusal to provide their service in order to protect their interest is allowed

Pending: 'Charter'

- Outlines working conditions & benefits
 - Flexibility, payment, training, security, information, ending contract
- If the charter is offered and abided: no risk of re-classification



Social dialogue

- Slower than the legislator
- Traditional unions and employers organisations are dispersed
- ‘Riders union’ is active: ‘collectifPETT’

Supreme Court has decided that ‘Take it easy-couriers’ are employees (28 November 2018)





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