NEWEFIN - FRANCE

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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. €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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