

English version



Le statut du travailleur

La CFTC propose 50 droits attachés à la personne pour lutter contre la précarité du travail et garantir les parcours de vie



Prendre
sa vie en main



Réduire
les sources de précarité



Rebondir
face à des ruptures



Sécuriser
son parcours professionnel



Participer
à la construction d'une
société qui a foi en son avenir

- Proposal n°1 Create a permanent professional guidance service
- Proposal n°2 Systematically give young people at the end of their education the chance of a school course combined with work experience
- Proposal n°3 Adopt a more concrete method to acquire knowledge for young people who have failed in their school career
- Proposal n°4 At the start of a person's career, offer a training token inversely proportional to the years of studies
- Proposal n°5 Have the training credit supplied sometimes by the company, the family allowance office, the Assedic (organisation managing unemployment insurance payments), local authorities and its owner
- Proposal n°6 Every year inform the person of his/her rights to training as well as the different priority actions of the region or the professional field
- Proposal n°7 Modulate the employer's unemployment benefits depending on the nature of the employee's work contract
- Proposal n°8 Have the company finance part of the redeployment of its ex-employees, if it transfers one of its activities to a subsidiary or re-sells it to a subcontractor and that its employees, once transferred, are made redundant within two years
- Proposal n°9 Force companies that have recourse to precarious contracts to pay a contribution to a regional fund covered by mutual insurance that would provide the necessary security for access to accommodation
- Proposal n°10 Force groups of employers to hire people with a permanent contract and apply the collective agreement that is the most beneficial for the employee
- Proposal n°11 Have the effectiveness and the use of government assistance allocated locally evaluated by a joint organisation in the field
- Proposal n°12 Introduce the obligation of a redeployment approach in the company and the group, the sector and/or the labour area
- Proposal n°13 Have job centres set up by the labour area's professional fields and/or liaison committees
- Proposal n°14 Take into account the employee's seniority in his/her redundancy compensation when he/she loses his/her job again after redeployment
- Proposal n°15 Create an individual right to redeployment so an employee from a big company and an employee from a small company are not treated differently

- Proposal n°16 Give the redundant employee the chance to have a quick redeployment contract with a structure responsible for finding him/her a job
- Proposal n°17 Link the sum of the redeployment bonus to the rapidity with which the employee finds a job
- Proposal n°18 Have the job seeker accompanied by a referent professional who could request help from different professionals depending on the person's specific needs
- Proposal n°19 Have a succession of unjustified job refusals examined by a joint committee
- Proposal n°20 Create a specific accompaniment for job seekers in a region blighted by unemployment
- Proposal n°21 Have the redeployment device rely on a population catchment area logic in order to adapt to the living area of the employee looking for work
- Proposal n°22 Have redeployment payments and expenses of employees financed by funds covered by mutual insurance in a regional structure
- Proposal n°23 Make taking paid holidays possible without there being any detrimental consequences for the person
- Proposal n°24 Give maternity leave access without the person losing any advantages that it would potentially have the right to, if he/she had been present
- Proposal n°25 Introduce the possibility for the employee who was unable to settle his/her holidays before the end of the closing period, due to maternity leave, to choose either to defer them or receive a compensatory allowance
- Proposal n°26 Maintain the employee's wages during paternity leave, with an additional financing from the family wing
- Proposal n°27 Suggest a fragmented paternity leave until the child is 16
- Proposal n°28 Anticipate replacing the employee on a sabbatical or on solidarity leave by an unemployed person
- Proposal n°29 Lengthen the duration of financing for parental leave for the first child
- Proposal n°30 Develop a company means of governing that takes more into account the interests of all the players that take part in the company's daily life and good health.

- Proposal n°31 Establish a greater transparency in company management
- Proposal n°32 Have companies with more than 300 employees publish data on the social and environmental consequences of their activity
- Proposal n°33 Consult the work council before the activity report on the company's social and environmental consequences appears to include its opinion in the document
- Proposal n°34 Have employees take part in the strategic trends of their company
- Proposal n°35 Generalise, for the biggest joint-stock companies, starting with companies on the stock exchange, the board of directors/supervisory board structure
- Proposal n°36 Give employee representatives of large companies voting rights within the supervisory board
- Proposal n°37 Develop the representation of shareholder employees in management organisations
- Proposal n°38 Develop employee participation in the work organisation
- Proposal n°39 Reinforce the right of the employees and their elected members to be regularly informed of the situation and evolutions of their company to influence the decision processes in time
- Proposal n°40 Accompany data backed up by figures handed over to the work council regarding details on defining indicators and the way the data is constituted
- Proposal n°41 Complete the sole yearly report with certain indicators from the social audit in companies from 50 to 300 employees
- Proposal n°42 Plan additional training carried out by the company on the way company documents are developed and their specificities
- Proposal n°43 When the majority of elected members of the work council gives a negative opinion on an important company project and the director maintains his project as it is, the work council elected members can inform the director that they are going to ask him to answer specific questions accounting for his decision and alternative proposals suggested by the elected members. As long the director provides no answer, the decision can not be implemented by the employer

- Proposal n°44 Give work council elected members the chance to use all labour regulation clauses, in particular the right to alert and recourse to experts, when information transmitted is either confusing or difficult to read due to its complexity, this in order to be able to put in a claim to employees rights
- Proposal n°45 Develop profit sharing according to a respect for the fundamental principles that inspire current measures
- Proposal n°46 Extend the obligation of profit share to all companies and improve its formula for calculating it
- Proposal n°47 Provide additional funding systems in the company savings plan (additional payments by the company) favouring small savings, for employees with low income
- Proposal n°48 The worker's status generalises the obligation of an agreement for all savings plan measures including the company savings plan
- Proposal n°49 Plan that a profit-sharing agreement will have to be preceded by an employee agreement signed in the past three years or a guarantee that an employee agreement concluded in the context of a collective agreement will be applied in the company
- Proposal n°50 Stop spreading the various incentives thinly, in particular those granted to companies in the form of an unconditioned reduction in charges, evaluate the effectiveness of all incentives to decide whether to keep them or stop them