



Survey on Non-regular Employment in

France : a Profile

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1 - What is Non-regular Employment in France?

- ❑ Regular employment = full-time and open-ended contracts (the common labor law)
- ❑ Temporary employment:
 - ❖ temporary agency contracts
 - ❖ fixed-term contracts
 - ❖ subsidized contracts
 - ❖ apprenticeship contracts
- ❑ Part-time employment = permanent or temporary contracts
- ❑ Other non regular employment relationships
- ❑ Non regular employment = unstable employment?



Table 1 – Weight of Non-Regular Employment (%)

source: INSEE, enquête sur l'emploi, 2008

		All 15 y.o. and over	Part timers (% , 100 =part timers + full timers)
Independent		10,5	10,4
Employees		89,5	16,8
<i>Of which</i>	<i>Temporary agency workers</i>	<i>2,1</i>	<i>8,2</i>
	<i>Apprenticeship contracts</i>	<i>1,3</i>	<i>17,7</i>
	<i>Fixed-term contracts</i>	<i>8,3 *</i>	<i>28,1**</i>
	<i>Open-ended contracts</i>	<i>77,7</i>	<i>15,4</i>
All employed		100	16,1
Numbers (in thousands)		25 913	

** Subsidized employment included ** non included*



Table 2 – Subsidized Employment Contracts

	Number of recipients, end of 2008 *
Subsidized contracts for the private sector	1042
<i>Younger recruitments</i>	59
<i>Recruitments of long duration unemployment</i> (2)	66
<i>For firm creation</i>	119
<i>Contracts with work/study training program</i>	632
<i>Restructuration assistance</i>	13
Subsidized contracts for the “non market sector” **	185
“ <i>Contrat d’avenir</i> ”	78
“ <i>Contrat d’accompagnement dans l’emploi</i> ”	102

*seasonally corrected, thousands ** local administrations, public sector, non-profit organizations*



2 - Non-regular Workers Profile

- ❑ Temporary Agency work: young, unskilled and blue-collared men in a few number of manufacturing sectors
 - ❖ Car industry
- ❑ Fixed-term contracts: unskilled and white-collared women in Services
 - ❖ Household services
- ❑ Part-time contracts: young women in Services



3 – The increase of Non-regular Employment

□ 3-1 Temporary Employment:

- ❖ High rates of growth
- ❖ Not so high levels
- ❖ Much more present within the mobility flows than within the stock of employed labor force
 - *temporary employment = flexibility*

Table 3 – Growth of temporary status (*changes of weight rates over total employment*)

	Fixed-term contracts	TAW	subsidized contracts	Apprentices
1985	3,6	0,4	1,1	0,7
1990	4,8	0,8	1,8	0,8
1995	5,6	1,0	2,8	0,7
2000	7,0	1,8	2,6	1,0
2005	6,9	2,1	1,7	1,3
2007	7,1	2,1	1,7	1,4
2008	8,3	2,1	??	1,3

Source : INSEE, enquêtes Emploi



□ 3-2 Part time Employment

- ❖ A faster growth in the 1980s and 1990s
- ❖ A decrease in the first half of 2000s (resulting of the 35 hours work week)
 - *French part time has a long workweek just under the threshold of the 30 hours work week*
- ❖ A stability since then



Table 4 – Part time Employment (%total employment)

	1999	2005	2007	2008	2009
Female	31,4	30,2	30,3	29,4	29,8
Male	5,5	5,8	5,7	5,8	6,0
All	17,1	17,2	17,3	16,9	17,3

Source: European Commission, Employment in Europe 2010



4 – Why these Increases - the French Discussion

- ❑ Changes in the labor markets
- ❑ Rigidities of employment regulations
- ❑ The pernicious effect of public policies
- ❑ The individual preferences : voluntary / involuntary
- ❑ The sector and firm behaviors
 - ❖ *Complementarities and substitutability of non regular contracts*



5 – Is Non-regular Employment Becomes Substitute to Regular Employment

- ❑ What about instability of non regular (temporary) employment?
 - ❖ Formal regulations protect temporary workers
 - ❖ Real behaviors = high involuntary instability for temporary employed
 - ❖ Unstable/stable temporary employment, unstable/stable regular employment

- ❑ The resistance of the regular employment
 - ❖ High presence of non regular status within workforce flows (inflows *and* outflows)
 - ❖ Non-regular status = the entry points into internal labor markets
 - ❖ Regular status no longer provides upward mobility



6 – The equal treatment issues

- ❑ The French law formally gives equal treatment
 - ❖ Working time
 - ❖ Working conditions
 - ❖ Wages and bonuses
 - ❖ Training and promotion
 - ❖ Social insurances
 - ❖ Unionization and representation

- ❑ But there is a very hard structural effect
 - ❖ Non-regular workers has the same treatment that regular workers, on the same job
 - ❖ Non-regular workers are not employed on the same jobs than the others.
 - Low skills
 - Bad working conditions
 - Low paid jobs



7 – Non-regular Employment, Flexibility and Labor Market Segmentation

- ❑ Rigidity of the French employment system: myth and reality
 - ❖ A formal rigidity
 - ❖ A real flexibility: working time + non regular employment
- ❑ Non-regular employment uses by firms and sectors:
 - ❖ One of the main way for flexibility
 - ❖ Flexible but segmented labor markets
- ❑ Finally to understand the French discussion, it's necessary:
 - ❖ to take into account the long distance between formal regulations and the real behaviors
 - ❖ to take into account the deep gap between insiders and outsiders (and changes that affect this gap)