

France

Health and social care

Trade unions have been raising the alarm over the situation facing health and social care workers in relation to excessive working hours, staff shortages, lack of personal protective equipment and inadequate testing. They underline how the current situation has exposed the long-term problems in the sector in relation to staff and funding which the unions have been campaigning about for some time but with an intensification of protests and strike action over the last two years.

CFDT: 1 April https://www.cfdt.fr/portail/actualites/crise-du-covid-19/covid-19-paroles-de-soignants-et-d-accompagnants-srv1_1107165

FO: 31 March <https://www.force-ouvriere.fr/le-coup-de-colere-de-fo-sante?lang=fr>

Particularly desperate situation in elder care homes:

CGT: 31 March <https://www.cgt.fr/actualites/france/sante/en-ehpad-la-crainte-dune-hecatombe>

FO: 27 March <https://www.force-ouvriere.fr/proteger-les-salaries-au-service-des-personnes-agees-handicapees?lang=fr>

FO: 26 March <https://www.force-ouvriere.fr/la-catastrophe-redoutee-franchit-la-porte-des-ehpad-les-cris-de?lang=fr>

Investment in health and social care

Final recognition of need for increased investment and health and revaluation of occupations but trade unions waiting for guarantee that action will be taken.

CFDT: 30 March https://www.cfdt.fr/portail/actualites/crise-du-covid-19/covid-19-annonces-presidentielles-pour-l-hopital-il-faut-passier-des-declarations-aux-actes-srv1_1106313

Social dialogue in public services

An online meeting between minister and trade unions covering exceptional payment for overtime, right to stop work for safety reasons, situation of workers on contracts and treatment of annual leave.

CFDT: 27 March https://www.cfdt.fr/portail/actualites/crise-du-covid-19/covid-19-le-gouvernement-doit-aller-au-delà-des-simples-declarations-pour-les-agents-publics-srv1_1106168

UNSA: 31 March <https://www.unsa-fp.org/?Lettre-a-Olivier-Dussopt>

Concern about emergency legislation, particularly on working time

Among a range of emergency measures there is legislation to allow employers in essential sectors more flexibility in working time. The 48-hour weekly limit and 44-hour average limit over 12 weeks can be raised to 60 hours and 45 hours respectively and the daily rest period of 11 hours can be cut to 9. The

maximum working day can go from 10 to 12 hours and from 8 to 12 hours for night work. Employers will also have discretion to impose or defer annual leave but not without a local agreement with the trade unions.

CGT: 26 March <https://www.cgt.fr/actualites/france/interprofessionnel/legislation/loi-durgence-un-coup-porte-au-droit-du-travail>

CFDT: 26 March https://www.cfdt.fr/portail/actualites/crise-du-covid-19/covid-19-urgence-sanitaire-les-premieresordonnances-publiees-srv1_1105565

UNSA: <https://www.unsa.org/Ordonnances-urgence-sanitaire-les-negociations-d-entreprises-et-de-branches.html>

Concern about lack of personal protective equipment and employers requiring non-essential employees to work

Unions are highlighting the lack of personal protective equipment not just in health and social care but in many other services where there are significant risks and contact with public – such as in the waste and water sectors, fire and police. This has not been helped employers and local authorities failing to abide by rules calling for only essential workers to be at the workplace. The unions reserve the right to take action and withdraw their labour if they believe their safety to be under threat.

FO: 31 March <https://www.force-ouvriere.fr/fo-appelle-a-la-greve-a-un-pole-emploi?lang=fr>

CGT: 26 March <https://www.cgtservicespublics.fr/actualite/article/vive-agitation-ministerielle-suite-a-un-depot-de-preavis-de-greve-en-periode>

UNSA: 23 March <https://www.unsa-fp.org/?Les-DDI-face-a-l-urgence-sanitaire>

Energy sector: solidarity and the public service mission

The **CFE-CGC, FNME-CGT and FNEM-FO** have come together to express their solidarity with the efforts being made to tackle the COVID-19 virus, underlining the importance of the public service mission of the energy sector and criticising the continuing push to increase competition across the industry.

CFE-CGC: 26 March <https://cfe-energies.com/2020/03/26/les-electriciens-et-gaziers-mobilises-mais-leur-sante-et-leur-securite-avant-tout/>