



FRANCE STRATÉGIE

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PROGRAM

Seminar

Collective bargaining and internal flexibility: France and Germany compared and prospects for France

March 31st 2015, 2pm - 6pm

France Stratégie

18, rue de Martignac - 75007 Paris

This seminar aims at better understanding the contribution of the specific features of the German system of industrial relations to the "German job miracle".

Many studies have recently underlined the resilience of the German labour market - especially during the 2008/2009 economic crisis -, in relation to the preference of German firms for labour hoarding strategies. The role of collectively negotiated instruments of internal flexibility is often put forward in explaining the performances of the German labour market (*kurzarbeit*, time saving accounts, wage setting mechanisms...) and the German experience is often cited as a role model for France in this respect.

This seminar will look at developments in the German system of industrial relations since the 1990s and examine its underlying causes and mechanisms (opening clauses, ...). The implication of these evolutions for the quality of collective bargaining and future prospects for the industrial relations system will be discussed.

In light of the German trajectory, lessons learned and options for increasing internal flexibility in France will be discussed. What are existing levers and barriers for increasing internal flexibility at firm level? To what extent can the German experience be a role model in this respect, considering institutional and legal differences between our two countries?

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13h30 Admission

14h00 Introduction

Welcome

Jean Pisani-Ferry, General Commissioner,
France Stratégie

Introduction to the seminar

by *France Stratégie*

14h15 **SESSION 1**

**INTERNAL FLEXIBILITY: WHAT IMPACT
ON LABOUR MARKET PERFORMANCES?**

Présentation

Werner Eichhorst, Institut for the Study of Labor (IZA),
Director of Labor Policy Europe

**Specific features of the German system
of industrial relations that can explain the
good performances and resilience of the
German labour market**

Odile Chagny, Institut de recherches économiques
et sociales (IRES), researcher

**Wage dynamics in France and Germany :
sectoral characteristics and flexibility at the
firm level**

Reactions

Marc-Antoine Estrade, Délégation générale à l'emploi et à
la formation professionnelle (DGEFP) — French Ministry of
labour, employment and training

Katharina Grabietz, trade union officer in IG Metall's
headquarters, Department for social policy

Open discussion with the floor

15h45 Coffee Break

16h00 **SESSION 2**

**WHAT TRANSFORMATIONS OF COLLECTIVE
BARGAINING AND LABOUR LAW ALLOW
FOR GREATER INTERNAL FLEXIBILITY ?**

Presentations

Reinhard Bispinck, Hans Böckler Foundation — Institute of
Economic and Social Research (WSI)

**Issues regarding recent developments
affecting the German system of industrial
relations (decentralization / fragmentation /
erosion)**

Jacques Freyssinet, Centre d'études de l'emploi, president
of the scientific Council

**Employment agreements at firm level :
France and Germany in a comparative
perspective**

Gilbert Cette, Banque de France, Deputy Director General,
Economics and International

**Working hours, internal flexibility and the
role of collective bargaining : what prospects
for further developments in France ?**

Reactions

Peter Etzenbach, CFO — Member of the Executive
Committee — Allianz France

Jean-Jacques Cette, Employee representative Board
member, Allianz France

Pierre Beretti, Chairman & CEO, Altedia Lee Hecht Harrison

Open discussion with the floor



BIBLIOGRAPHY

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Dustmann C., Fitzenberger B., Schönberg U., Spitz-Oener A. (2014), «From sick man of Europe to economic superstar: Germany's resurgent economy», *Journal of Economic Perspectives*, 28(1), pp. 167-188.

Eichhorst W. (2015), «The unexpected appearance of a new German model», *British Journal of Industrial Relations*, Vol. 53, Issue 1, pp. 49-69.

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Freyssinet J. (2015), «L'emploi au cœur de la négociation d'entreprise : quel impact de l'accord du 11 janvier 2013 ?», *La revue de l'IRES*, n° 77, 2013/2.

Freyssinet J. (2015), «Les négociations d'entreprise sur l'emploi : quelques expériences européennes », *Document de travail IRES*, à paraître en avril 2015.

PRACTICAL DETAILS

Organization	Expert seminar, by invitation only
Participants	30-40 German and French experts are expected from academic world, public and private institutions, French administrations, unions and employers' organizations
Working language	French / German translation
Date	March 31st 2015 2pm — 6pm.
Venue	France Stratégie, 18 rue de Martignac, 75007 Paris, room Jean Monnet Metro station: Invalides line 8 ; Solférino line 12 or Varenne line 13
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FRANCE STRATÉGIE



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