INDUSTRIAL RELATIONS IN EUROPE
FOSTERING EQUALITY AND CROSS-COUNTRY CONVERGENCE?

CONFERENCE ORGANIZED BY THE INTERNATIONAL LABOUR OFFICE
IN COOPERATION WITH THE EUROPEAN COMMISSION
1-The situation of France with regard to a large set of social convergence indicators
- Positive situation with regard to other EU countries: wages and social protection
- Gaps: unemployment (esp. youth), employment rates (seniors, women)

2- The contribution of collective bargaining: a more « social » convergence
- Seniors’ employment: in a context of reforms developing financial incentives to seniors’ employment, social dialogue has put forward the issue of sustainability of work (« arduous work »);
- Wages: branch and firm level collective bargaining have generally sustained wage dynamics, even during the crisis.

3- Inequalities: the main concern for future social convergence in a context of intensive reforms?
- Increased labour flexibility (labour law and industrial relations reforms) may increase inequalities among workers;
- Vocational training: are individual based training rights sufficient to decrease inequalities in participation?
Some convergence indicators for 2015
(19 EU countries)

Source: Eurostat, OECD, authors’ calculations