



# PHSDialogue

*Building an EU Sectoral Social Dialogue and collective bargaining capacity in Personal and Household Services*

**EU-funded Project 2023/101102302**

*Webinar “Organising PHS Employers – Identifying capacity building needs”–*

*October 14<sup>th</sup>, 2024 - Brussels*



**Co-funded by  
the European Union**

# The PHS sectors in France

An extensive list of activities related to the PHS sectors in France supported by the tax credit and submitted to different regulatory tools for organisations present on the markets (article D 7231-1 of the Labour Code) :

## **Limited reglemented subsector (declaration ):**

Housekeeping and domestic work, gardening work, childcare for children aged 3 and over, tutoring or lessons, Home beauty care for dependent people, Meal preparation at home, Home delivery of meals, Home shopping delivery, Collection and home delivery of ironed linen, Home computer assistance, Pet care and walking for dependent people, Temporary home maintenance, and vigilance, Administrative assistance at home, Accompanying children over the age of 3 in their travels, Tele-assistance and video-assistance, Sign language interpreting, Assistance for people needing temporary help in their own home, Driving for people with temporary disabilities, Accompanying people with temporary disabilities, Coordination and delivery of personal services

## **Limited reglemented subsector (agreement)**

Caring for disabled children under the age of 3 and under the age of 18 at home  
Accompaniment of disabled children under the age of 3 and under the age of 18

## **Reglemented subsector (authorisation needed for the provider organisations)**

Assistance for the elderly and disabled  
Driving vehicles for people with mobility problems  
Accompanying people outside their own home

# Financing instruments supporting the PHS sectors in France

- Fiscal benefits

Tax credit : 50% of tax credit, up to a ceiling of €12 000 of expenses for domestic work, reduced threshold for gardening

Novelty : possibility to have the tax credit immediately refunded

- Social benefits

(Long term care scheme for elderly people APA, for disabled people PCH, for children CMG)

Through the APA : mandatory declaration of a worker or a provider

- Reduced VAT rates

- Reductions of social insurance contribution

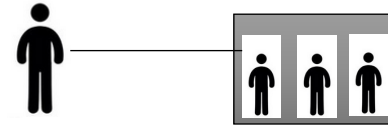
- Voucher :
  - declarative *Chèque emploi service universel* (Cesu)
  - prefinanced Cesu (which can be used by local authorities, staff councils...)

# Inclusive coverage of the workers through collective agreements in the PHS sectors in France

Sources : DARES, URSSAF and DGE  
„Les services à la personne, un  
marché confronté à des défis  
majeurs d'ici 2030“, 2023



**Declared Private employment**  
*(with or without the help of a proxy organisation)*



**Provider organisations**

Public  
sector (3%)

Self  
employed  
(1%)

Collective agreement for  
households as employers,  
extended (CA SPE) (54% of  
hours)

**LABOUR CODE**

Collective  
agreement for  
profit  
organisations,  
extended (CA  
SAP) (21%)

Collective  
agreement for non  
profit organisations,  
extended (mainly  
CA BAD) (21%)



EUROPEAN  
FEDERATION  
FOR FAMILY  
EMPLOYMENT



EUROPEAN FEDERATION  
OF SERVICE PROVIDERS



# Social partners representativity in the three main collective agreement branches of the PHS in 2024

Trade Unions	Employer's organisations	Main structural collective agreement (to which codicili continuously added)
<ul style="list-style-type: none"> <li>-CGT (Commerces) (25,39%)</li> <li>-UNSA (20,62%);</li> <li>-FO (15,82%) ;</li> <li>-SPAMAF (15,77%) ;</li> <li>-CFDT (Services) (12,58%),</li> <li>-CSAFAM (9,82%)</li> </ul>	<ul style="list-style-type: none"> <li>- FEPEM (100%)</li> </ul>	<p><b>Collective agreement of the assistantes maternelles and workers employed by households (fusion of 2021)</b></p> <p><b>EXTENDED</b></p>
<ul style="list-style-type: none"> <li>- CGT (Commerces) (19,26%),</li> <li>- CFDT (Services) (39,66%),</li> <li>- FDTA-FO (14,33%),</li> <li>- CFTC (Santé Sociaux) (26,75%).</li> </ul>	<ul style="list-style-type: none"> <li>- SESP (44,2%)</li> <li>- FEDESAP (37,38%)</li> <li>- SYNERPA (10,47%)</li> <li>- FFEC (7,95%)</li> </ul>	<p><b>Collective agreement of the for profit providers (2012)</b></p> <p><b>EXTENDED</b></p>
<ul style="list-style-type: none"> <li>-CFDT (Santé Sociaux) (44,78%),</li> <li>- CGT (Action sociale) (39,49%),</li> <li>-FDTA-FO (15,73%)</li> </ul>	<ul style="list-style-type: none"> <li>- <b>USB domicile (100%)</b></li> </ul> <p>composed of l'ADMR, l'UNA, Adédom, la FNAAFP/CSF</p>	<p><b>Collective agreement of the associations (2010) (associations)</b></p> <p><b>EXTENDED</b></p>

# Employer's resources

- The evaluation of employer's representativity by the Ministry of Labour gives employers' organisations the possibility to negotiate national collective agreements.
  - It also determines
    - Their power during these negotiations
    - Their occupation of seats in different institutions (Labour Courts....)
  - Usage of social contributions funding through collective bargaining, to finance the social dialogue
- ⇒ strengthens trade unions and employer's organisations
- ⇒ Helps social partners to finance their actions and their representation, especially in the private employment segment where there are less members

# Employer's initiatives

- Services to the public : (legal) counselling through websites
- Services towards their members :
  - (Legal) counselling
  - Diffusion of informations about the development of the field and the coming reforms
- Production of expertise about the PHS or their sub sectors, to which ministries or media sometimes refer



**Portrait des entrepreneurs du secteur des services à la personne et de l'aide à domicile**

Octobre 2023  
2e édition



Les publications de l'Observatoire de l'emploi à domicile



**Le rapport de branche**

Chaque année, l'Observatoire publie le rapport du secteur des particuliers employeurs et de l'emploi à domicile. A partir des dernières données chiffrées disponibles, cette publication propose une analyse de l'évolution économique de la branche, des conditions d'emploi des salariés et du recours à la formation professionnelle.

EN SAVOIR PLUS



LA BRANCHE ACTUALITES RESSOURCES SANTE DU SALARIE

**Rapport : des organisations de travail innovantes dans la branche de l'aide à domicile**

Rapport du 29 février 2016 faisant état, au sein des structures de la

**POURQUOI CE RAPPORT?**  
Des conditions de travail difficiles et une pénibilité élevée ont des conséquences souvent négatives pour les salariés comme pour les structures et les bénéficiaires

*(some of the employer's organisations have developed their own observatory and expertise center / other externalise it)*

- Participation to lobbying towards the policy makers and to media campaigns