

# State of Social Dialogue

## Domestic and Home Care Employment in France

PHS Network – 24 MARS 2026

# Social Dialogue and Representativeness

## Social Dialogue

- The entirety of **exchanges, negotiations, and consultations between employers, employees, and their representatives**
- Aimed at **discussing working conditions, employment, and labor relations**
- **Purpose** : To negotiate and reach agreements while preventing conflicts.

## Representativeness

- A key pillar of social dialogue.
- It refers to the **ability of a trade union or employer organisation to represent the interests of employees or employers** at the national and cross-sectoral level, as well as at the sectoral (industry) level.

Representativeness is recognised based on specific **criteria**:

An organisation must reach a minimum audience threshold of 8% to be deemed representative and must also meet the following requirements:

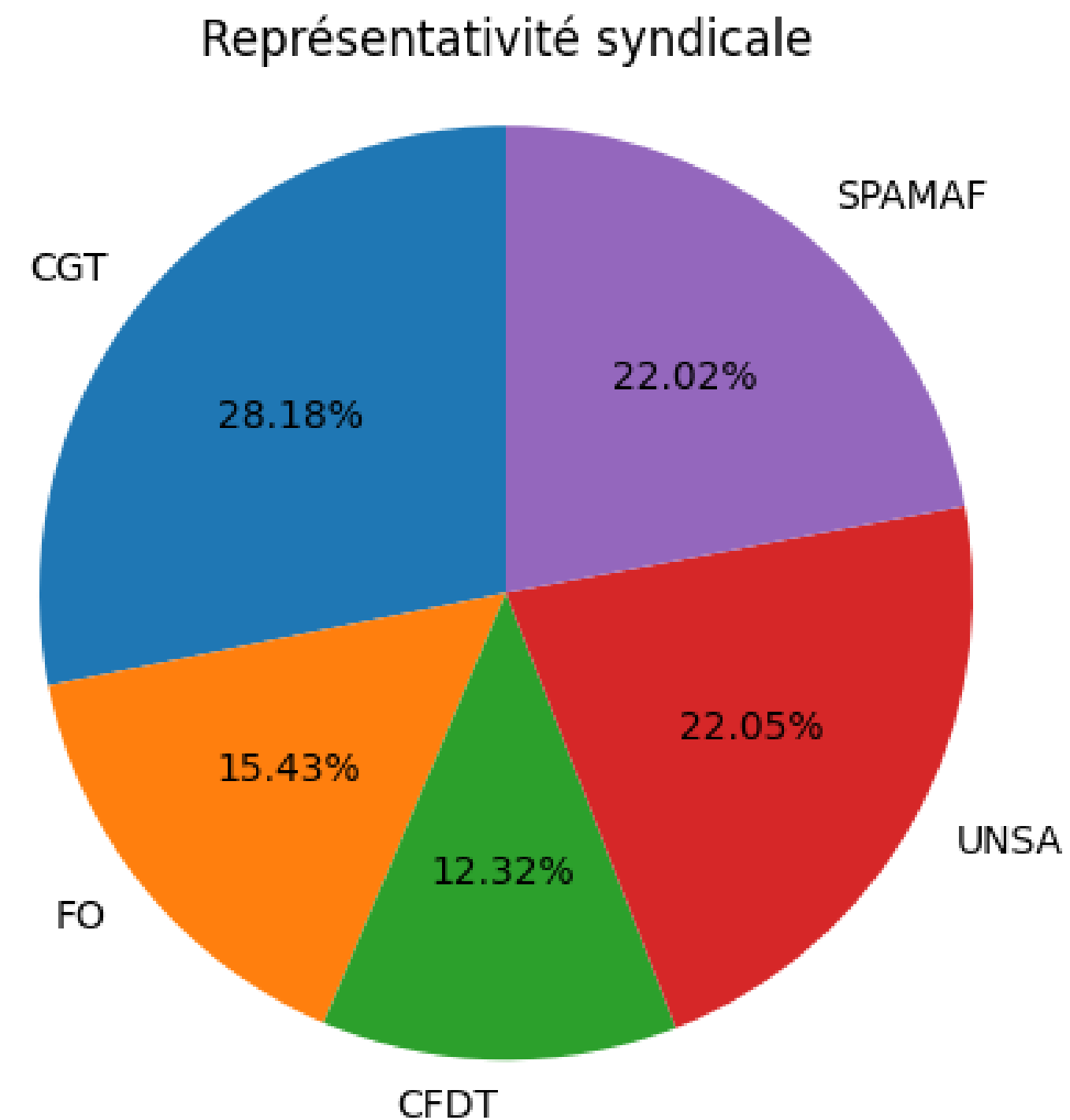
- Respect for **republican values**;
  - **Independence**;
  - Financial transparency;
  - A **minimum of two years' existence**  
(within the professional and geographical scope relevant to the level of negotiation)
  - **Influence** ;
  - **Membership levels and contribution income**;
  - Balanced **territorial presence** at the **sectoral** level
- Representativeness enables these organisations to **participate in social dialogue and to negotiate collective agreements**

# Key milestones in the development of domestic and home care employment

- 1948** ➤ **Creation of the national federation**  
An initial federation of individual employer unions laid the groundwork for the non-profit association (under the French 1901 law) that would, over the years, become known as Fepem, a social and solidarity-based economic model.
- 1973** ➤ Creation of IRCEM Retirement with the social partners
- 1980** ➤ First national collective agreement
- 1991** ➤ Implementation of a 50% tax reduction for household employers
- 1993** ➤ Creation of the Universal Service Employment Cheque (CESU)
- 1999** ➤ National collective agreement for employees of household employers
- 2004** ➤ National collective agreement for childminders
- 2008** ➤ First legal recognition of the household employer status
- 2015** ➤ €2 per hour flat-rate reduction in employer social contributions
- 2016** ➤ Recognition of the household employer status in the labor code
- 2017** ➤ The tax credit applies universally, regardless of tax status or employment status
- 2022** ➤ New national collective agreement for the household employers and domestic employment sector
- 2022** ➤ Agreement on the creation of the national occupational health and safety service
- 2023** ➤ Creation of the France emploi domicile portal

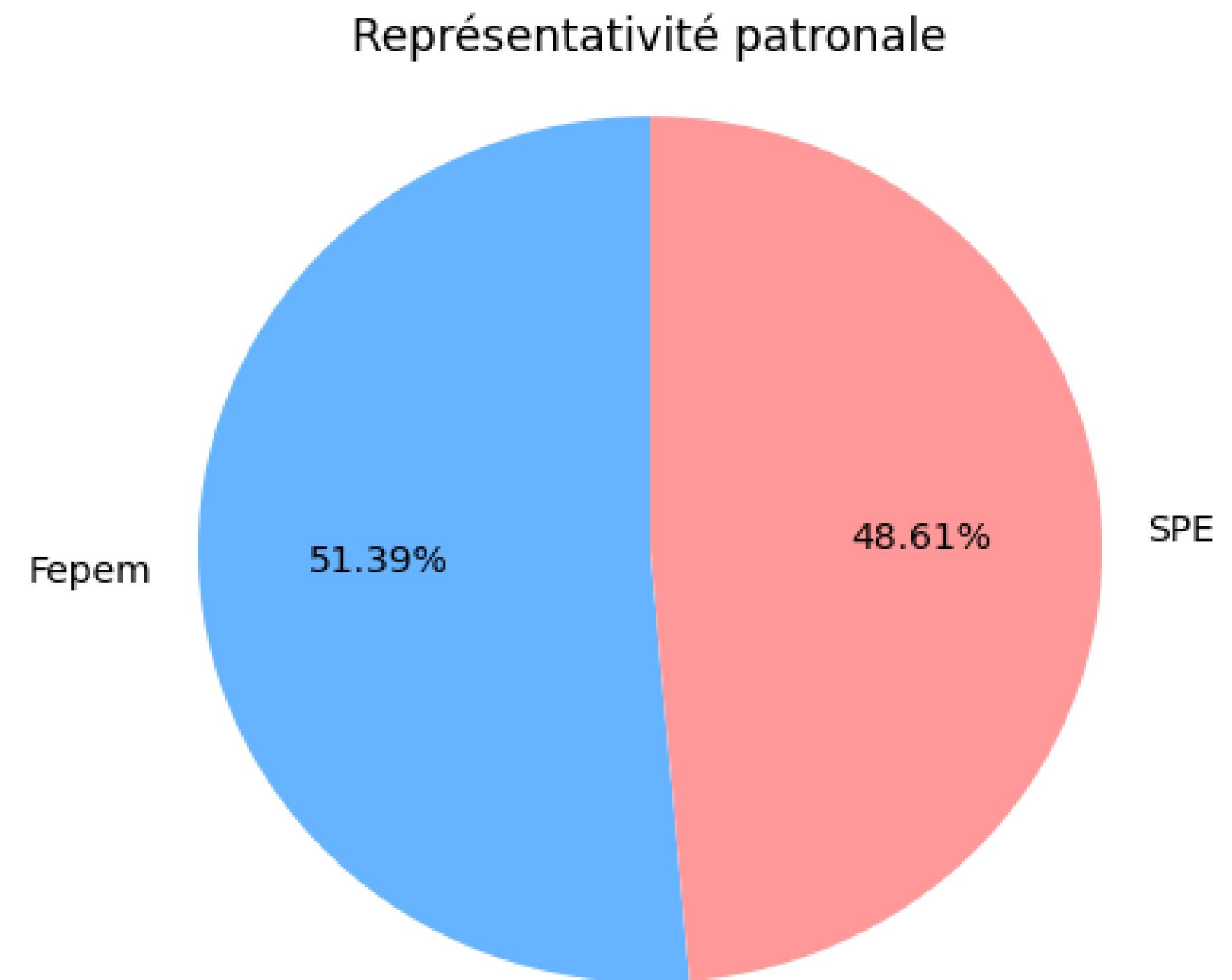
# Representative organisations in the direct employment sector

The decree of 27 November 2025 establishes the list of trade unions recognised as representative under the collective agreement for the household employers and domestic employment sector.



- CGT : 28,18 %
- FO : 15,43 %
- CFDT : 12,32 %
- UNSA : 22,05 %
- SPAMAF : 22,02 %

The 23 December 2025 decree recognises Fepem and SPE as representative organisations of household employers, whether employing directly or via intermediary agencies.



- Fepem : 51,39 %
- SPE : 48,61 %

# Benefits of the Collective Agreement

- Address societal challenges and enhance the sector's attractiveness
- Make applicable rules easier to understand
- Improve employees' social benefits
  - Professional development: facilitate access to training programs
  - Social protection: coverage for disability, incapacity, and death benefits
  - Voluntary retirement severance pay
  - “Social and Cultural Activities” platform: the largest employee benefits program in France
  - Occupational health & safety and risk prevention
- Pool resources to fund these rights
- Simplify processes for household employers through the APNI mandate, acting as a “proxy employer”

# CNPDS

## *Commission Nationale Paritaire du Dialogue social National Joint Commission for Social Dialogue*

- An innovative body specific to the sector
- Supports the protection of the branch's unique professional scope
- Proposes a multi-year strategic program in line with the branch's collective bargaining framework
- Issues opinions to inform and guide collective bargaining within the branch
- Drives and coordinates the development of territorial social dialogue to implement the branch's orientations, facilitating their local adaptation

### Guides

#### CPNEFP

*National Joint Commission for Employment and Vocational Training*

- Defines and implements priorities and guidelines in the field of vocational training

#### CPSP

*Joint Commission for Monitoring and Steering Complementary Social Protection Schemes*

- Oversees and manages the supplementary insurance scheme and the scheme for the contractual early retirement allowance

#### CPST

*Joint Commission for Occupational Health and Safety*

- Defines the overall policy and strategy for the prevention of occupational risks and workplace health within the sector

#### CPNSCC

*National Joint Commission for Monitoring and Consultation on Classifications*

- Ensures the proper implementation of the classification grid
- Identifies and evaluates new benchmark jobs

#### CPT

*Territorial Joint Commissions*

- Implement the branch's orientations by facilitating their local adaptation and application

### Validates

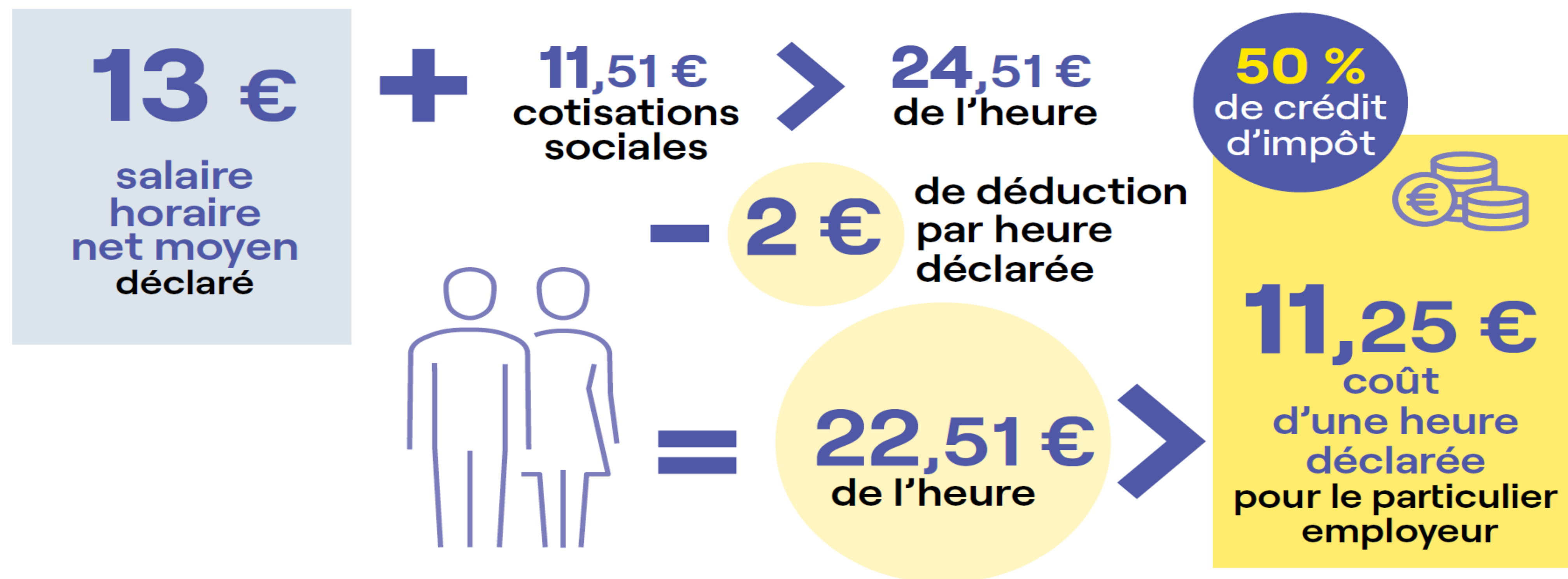
# CPPNI

## *Commission Paritaire Permanente de Négociation et d'Interprétation Permanent Joint Commission for Negotiation and Interpretation*

- Represents the branch before public authorities
- Serves as the negotiation body and concludes collective agreements for the branch, including their amendments and annexes
- Ensures compliance with and implementation of the collective agreement, its amendments, and annexes
- Examines difficulties in the interpretation and application of the collective agreement

# An employment model accessible to everyone

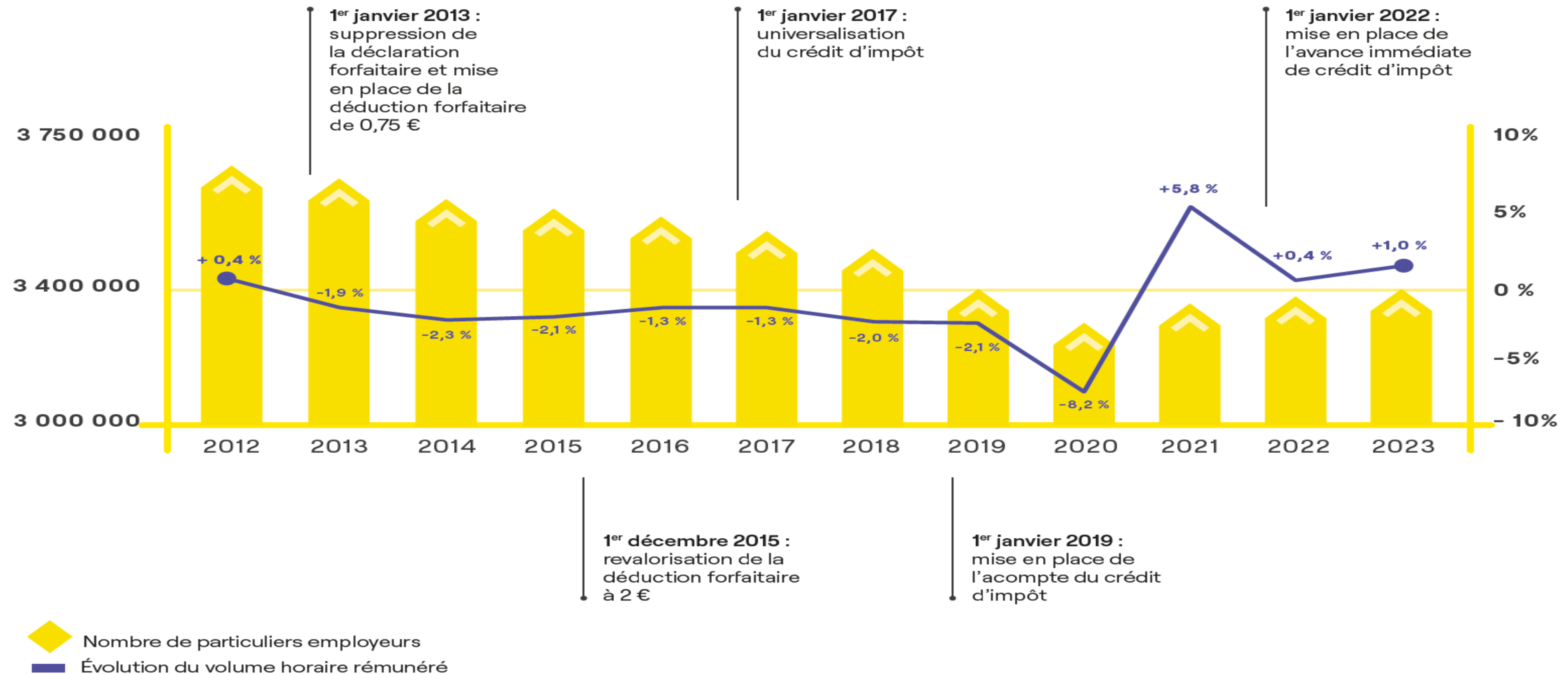
## Coût réel supporté par le particulier employeur pour une heure de travail déclarée



Source : Cesu, Observatoire de l'emploi à domicile.

# A tax incentive framework

## ÉVOLUTION DU NOMBRE DE PARTICULIERS EMPLOYEURS ET DU VOLUME HORAIRE RÉMUNÉRÉ ENTRE 2012 ET 2023



Source : Urssaf Caisse nationale. Traitement par l'Observatoire de l'emploi à domicile.

En 2023, le volume horaire rémunéré par les particuliers employeurs a progressé de 1 % et le nombre de particuliers employeurs de 0,5 % par rapport à 2022.

**Thank you for your attention**