

Overview	Legal Change	Action required
<p>Employee Representation Consolidation into a single company level institution.</p>	<p>With effect from January 1st, 2020 companies with at least 11 employees must replace Personnel Delegates, Works Councils, Health and Safety Committees or sole personnel delegations with a single Social and Economic Committee ("CSE").</p> <p>The CSE is set up at company level. However, if you have at least 50 employees and more than one business establishment, there must be a central CSE and local establishment CSEs.</p> <p>An earlier start date may be fixed by collective agreement or your unilateral decision following consultation.</p> <p>You must organise elections to set up the CSE and you must convene the first meeting.</p>	<p>Prepare for the new regime.</p> <p>Elections must be held at the latest in October, 2019 for the CSE to be set up by January 1st, 2020</p>
<p>Gig Economy Workers Uber drivers in Paris are 'employees' of the digital platform.</p>	<p>The Paris Court of Appeals recently held that an Uber driver was not self-employed. The Court said there was an employment contract between the digital platform and the driver.</p> <p>The driver lacked the key elements of the self-employed worker: free determination of conditions for providing the service; creation of own customer base; and price setting.</p> <p>In addition the Uber driver is "subordinate" to the digital platform as they are not free to choose direction, customer or sanction.</p> <p>The decision is being appealed and the government is, in any event, reviewing the gig worker issue.</p>	<p>If you are operating in the gig economy with self-employed workers you should keep a close watch on legal developments.</p>
<p>Equal Pay All companies must ensure equal pay for men and women in the company.</p>	<p>Starting as stated below, each year you must calculate at company or business unit level your "equal pay indicators" over the previous 12 months. These must be published by March 1st of the following year on the company website and reported to the employee representative bodies. They must also be declared to the Ministry of Declaration by electronic declaration.</p> <p>Dates for publication of first results: At least 1000 employees : March 1st 2019 251 to 999 employees : September 2019 50 to 250 employees : March 1st 2020</p> <p>Equal Pay Indicators give rise to a score based on factors including the gender pay gap itself, the rate of individual salary increase, the promotion rate between men and women and the number of the under-represented sex among the 10 highest paid staff.</p> <p>A company with a score of less than 75 has 3 years to bring itself into compliance with the law.</p>	<p>Make sure you are familiar with the rules and the Equal Pay Indicator calculations.</p> <p>Make sure you meet the publication deadlines.</p>

This is a high level general update only. Legal advice should be obtained on specific circumstances.