FRENCH RAILWAYS - WORKER'S PARTICIPATION IN MANAGEMENT

Since 1.1.1993, the SNCF is an industrial and commercial establishment and it comes under the provisions of common law relating to institutions of personnel representation.

It has appointed personnel representatives, committees within the establishment, Central Work's Council, Councils for hygiene, security and working conditions and a group committee, to ensure a dialogue at all levels between trade union organizations and the management.

Personnel Representatives

In each functional establishment of SNCF, representatives of executives, supervisory levels and officers are elected. Their number varies (from 1 to 10 per persons) according to the size of establishment. Personnel representatives have a right to put forward individual and collective complaints to the head of establishment. They can also communicate suggestions and observations of the personnel to the work's Council.
Committees within the Establishment

There are 32 committees within the establishment, one in each of 23 regions and 9 for various organizations belonging to the Management of the Company. Personnel Representatives (7 to 15 per committee) are elected for 2 years. These committees ensure a collective expression of the employees for considering their interests in decisions pertaining to economic and financial evaluation of the Company, the Organization of the work, and to production techniques. These committees also ensure and control the management of all social and cultural activities, which have been set up in the Company for the benefit of employees and their families.

Central Work's Committee

It consists of 20 members and 20 deputies who are elected by the establishment committee from within its members. It is an advisory committee. Where social and cultural activities are concerned, the establishment committees have all the legal attributions in the field of management and control. The Central Committee has neither financial grants nor allocations of its own.

Committee for Hygiene, Security and Working Conditions

The aim of this committee is to contribute towards the protection of health and security of the employees of the establishment and also to improve the working
conditions. It also analyses professional risks and gives its opinion on the results of the past year and on the annual program for the prevention of professional risks. It also undertakes an inquiry in the case of any major accidents.

**Group Committee**

It consists of 30 personnel representatives appointed by Union set-ups from those elected in the establishment Committees. It is presided over by the President of the Board of Directors of the SNCP. The group committee, which gets together once a year at the invitation of the President, has no advisory powers. Its main job is to receive information on the activity, financial situation and the evaluation of the jobs. It receives a consolidated statement of accounts.

**Personnel Representation In The Board Of Directors**

The Board of Directors is made up of 18 members. Employees of the Company and its subsidiaries having at least 200 employees elect 6 of these. The personnel representatives have a seat on the Board and they participate in the proceedings. The Board of Management takes part in drawing up the general policy of the SNCP, in determining the orientations of the group, in the implementation of the contract plan between the state and the SNCF.
COMPLEMENTARY INSTITUTIONS OF CONSULTATION

Representatives of the Commission

For matters concerning evolution of careers, rankings, promotions, exams, etc., the representatives of the commission are appointed by the trade union set ups on the basis of election results of the personnel representatives.

Central Professional Commissions

Central professional commissions in each of the major departments viz. transport, passengers, freight, material, equipment, common-services are set up where trade-unions are consulted on various matters relating to that department. In addition, two specialized commissions, one for driving crew and one for service agents are also set up for the distribution of the work of driving crew and the service agents. These specialized commissions also examine questions pertaining to the number of employees.

Regional work - Committees
Regional work committees have also been maintained one for the train crew and one for the sedentary staff. Their role is to examine the difficulties in the application of the work regulations, which have not been resolved with personnel representatives at the establishment level.

Commision For Sanitary And Social Action (COFASS)

The COFASS, which associates the Board Management and the personnel representatives, examines the management and the functioning of non transferred social activities.

Besides the institutions of personnel representations, a mechanism for collective negotiation exists in the SNCF, it is made up of:

- Managing Director holding round table discussions with unions on matters of general nature viz. salaries etc.
- Union hearings at different hierarchical levels of Company (viz., General Management, regions, establishments),
- In addition, there are negotiations which take place during collective work-conflicts etc.