

SUMMARY

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Les organisations patronales et la négociation collective au moment du Front populaire

Popular Front is a major shift to understand how far business organizations have been involved in the development of French industrial relations system. Also, close examination of collective agreements helps to study the type of relationships they built with unions. On the eve of Popular Front, in most sectors, collective bargaining is far from being developed. Massive strike movement of June 1936 forces business organization to negotiate with unions, they previously thought they were illegitimate and dangerous. But collective bargaining during Popular Front does not radically change relationships between unions and business organizations. First, in most sectors unions are not considered as valuable partners employers could develop long term relations with. Collective agreement is still a temporary armistice between two adversaries. In very few sectors, including clothing and building, collective agreements are considered as a truce which respect implies frequent meetings and a close collaboration between signatories. The exception is not due to a specific attachment to social peace. It should rather be explained by the structure of labor market and the sharp competition between small scale firms. Last, in the spring of 1938, employers take advantage of the imbalance in the power relations to refuse the renewal of collective agreements.