Case Study – A Social Charter to monitor respect for labour rights (Paris 2024)

Paris 2024 developed a Social Charter (Charte Sociale Paris 2024), which was signed by Paris 2024, SOLIDEO - the company responsible for the construction of the venues - civil society, major trade unions in France, businesses and employer associations, and local authorities.

The Charter establishes and promotes a series of social commitments designed to build a lasting legacy from the work of the Olympic and Paralympic Games Organising Committee and SOLIDEO in the areas of working conditions, skills development, employability and the promotion of sport.

It sets a new standard in labour relations for France – for instance by including in its executive board a trade union representative (Bernard Thibault, who represents French unions on the ILO’s Governing Board) and an employer organisation representative (Geoffroy Roux de Bézieux, who chairs the main French employers’ association - MEDEF).

To monitor compliance, trade unions organise an onsite presence on construction sites – and discuss on a quarterly basis the findings at the Social Charter monitoring committee meetings. The members of the monitoring committee are representatives from trade unions, employer organisations, Paris 2024 and SOLIDEO.