



## **Works Councils and Firm Productivity in France**

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This paper utilizes establishment-level data to explore the impact of works councils on firm productivity in France. We employ a variety of empirical techniques, including fixed effects and regression discontinuity designs, but fail to find any evidence of a positive and statistically significant works council impact on firm productivity. This is true in both union and nonunion firms, despite empirical evidence from Germany and claims in the theoretical literature suggesting that works council effects on productivity are bolstered in unionized settings. A notable finding is that worker voice and information-sharing human resource practices, which are typically associated with works councils, are prevalent in French firms regardless of works council status, and moreover have positive and statistically significant impacts on firm productivity.

Keywords: Works Council; Productivity; Worker Voice

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