

New Social Contract Meeting of 20 June 2013

The fourth meeting in the process to build a new social contract with employee representatives was held today, 20 June. The meeting opened the second phase of the negotiation cycle, which aims to discuss ways to anticipate change while seeking to secure jobs and skills.

Following a presentation on the overall jobs situation and a report on the Human Resources Planning and Development (GPEC) agreement, talks were initiated on measures that contribute to securing jobs for employees under the new GPEC.

1. Overview of jobs within the Group

- An update on the employee situation since 2010 was given, highlighting:
 - A decline in the number of employees, the majority of which based in France.
 - A stable distribution of employees among job categories, with operators representing 56%, managers 24% and technicians and supervisors 20%.
 - A decrease in fixed-term and temporary contracts, as well as a drop in hiring of contract employees.
 - A relatively uniform age pyramid across job categories, revealing that employees under 30 and over 58 represent a small percentage of the total workforce.
- The Youth Employment Policy (“Emploi Jeune”) was also discussed, in light of the suspension of youth employment contracts since December 2012 and the resulting automatic decrease in the number of young employees under such contracts.
 - At end-May 2013, there were 1,970 young employees in the Group under apprenticeships, skills-acquisition contracts, internships, VIE co-op placements or CIFRE doctoral student contracts. Excluding the “new social contract” effect, the current forecast for end-2013 is a total of 1,030 young employees.
- Post-2012 initiatives to improve the performance of job families and professions were covered. These notably included:
 - A forward-looking analysis of skills needs across the 113 professions, illustrating how skills needs are evolving. The analysis is reviewed annually.
 - The identification of professions and capabilities to be maintained and/or developed.
 - Measures to raise the visibility of potential career paths in 20 job families and of bridges between job families and/or professions (Job Families and Professions web portal, map of qualifying career paths, etc.)
- Lastly, methods of organising internal mobility and training were discussed, with a focus on:
 - The dynamic Top Competences campaign to support employees on retraining programmes. In 2012, 973 employees were supported through the campaign, representing a total of 52,600 training hours and an average course duration of 70 hours.
 - The variety of training solutions available to employees, with a significant 41% corresponding to skill-specific training.
 - The average of 18 training hours per employee per year (representing 1,186,000 hours in 2012). In 2012, 83% of employees completed at least one course exceeding one day in duration.

2. Changes to the Human Resources Planning and Development (GPEC) Agreement

Participants discussed the application of the 2010 GPEC agreement, partly suspended as a result of the Jobs and Capabilities Redeployment Plan (PREC) and the Redundancy Plans.

Topics proposed for negotiation based on the report on the GPEC agreement signed in 2010

Lastly, Management proposed a number of working topics focusing on improving the Group's ability to anticipate needs and change while at the same time seeking to secure jobs and skills. These included:

- Collectively anticipating changes in jobs and skills
 - Reactivate the Skills, Jobs and Capabilities Observatory (ODM)*: meet twice a year at national and local level, provide employees with more information about the skills management system and the ODM's activities.
 - Share the Observatory's strategic objectives (in the training plan's third year – see new legislation).
- Internal mobility
 - Each year, give all employees the tools they need to seize mobility opportunities and personalise their career paths, informing them about job openings in their profession, growth opportunities in their profession, and retraining options for people in so-called "sensitive" professions where the need for employees is set to decrease.
 - Promote internal mobility by raising awareness about mobility rules and available positions and by continuing to deploy the Top Competences retraining programme.
- Outplacement
 - In 2014, reactivate the provisions of the 2010 GPEC agreement (e.g. "mobility period").
 - Leverage the success of the Career Transition Centres set up in Aulnay and Rennes.
 - Set up a unit for monitoring and managing outplacement opportunities.
 - Step up support for employees seeking to create or acquire a company.
- Voluntary end-of-career schedule adjustments to keep older employees in work.
The relevant provisions of the 2010 GPEC agreement were mentioned: Senior Leave (applicable at Aulnay and Rennes), which applies in restructuring situations; end-of-career part-time schedules; the "senior mobility" period; and voluntary retirement.
- Hardship prevention, with talks to be initiated at the national level and in the metalworking profession.

Taking into account the above, the labour unions are invited to submit their proposals for discussion at upcoming meetings.

The next meeting will be held on 26 June.

** The Skills, Jobs and Capabilities Observatory (ODM) serves to detect and analyse changes in jobs and skills within the Group. Its findings help to guide training and mobility policies. The Observatory includes representatives of the five trade unions that signed the GPEC agreement (CFDT, CFE-CGC, CFTC, FO and GSEA) and jobs and capabilities representatives from the Human Resources Department. There is one Observatory at national level, which is mirrored by a network of local Observatories at site level.*