

France: Retraining for workers in ill-fated jobs

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Pharmaceutical group, Sanofi, has together with CFDT, CFE-CGC and CFTC, signed a three-year careers management agreement. The agreement provides measures to support workers whose jobs are destined to disappear, to develop in-house mobility, and to support the employment of the group's older workers. The agreement, which applies to almost 20,000 employees, will be monitored annually.

Sanofi will offer tailored career based on personalised skills. Employees over 45 with more than 20 career years will be given priority in this respect. They can also ask to work remotely or to be granted part-time work to retain them in employment.

The agreement distinguishes between stable, sensitive and under pressure jobs which are the ones likely to decrease in number. The company plans to specify the maximum number of job losses per category, each of which will be offered both internal and external career mobility support. To be eligible for these incentives relevant employees must come forward voluntarily, be currently employed on permanent employment contracts, and have at least five career years with the group.

Employees taking up a new position that is more than 100 kilometers from their original site, will receive a bonus of €8,000. An allowance of €5,000 is also provided to help a spouse find employment.

A new scheme allows employees in sensitive jobs to halt their employment or by making their skills available to SMEs/start-ups, NGOs, public structures or associations. This program will be for employees who are at least 59 years old and who are not eligible for a full pension within three months of joining the program.

Edited by industriAll Europe