

France: Sector agreement in pharma on green transition

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In France, a national agreement in the pharmaceutical sector has been negotiated on ecological transition and sustainable mobility. It was signed by the employers (LEEM) and trade union sector federations CFDT, CFTC, UNSA and FO, but neither by CGT nor CFE-CGC. This agreement follows the national interprofessional agreement on the ecological transition and social dialogue signed in April 2023 by the employers' organisations and the CFDT and CFTC confederations.

The agreement falls within the framework of the Paris Agreement and commits to a 50% reduction in carbon emissions by 2050 supported by social dialogue.

The text provides for environmental committees in companies with more than 300 workers to study the impacts of environmental decisions or strategies. Ecological transition will have to be examined in addition to management of jobs and career talks. The agreement also provides for the issue of ecological transition to be examined as part of all company negotiations, and for work to be carried out on measures relating to purchasing, catering, pay and social policy.

Furthermore, it will be compulsory for companies to carry out carbon assessments of their activities. LEEM has created a toolkit consisting of a reference framework and provides companies with a standard agreement on sustainable mobility.

The social partners in the pharmaceutical sector are the first to conclude a branch agreement on the subject in France. The agreement is binding on LEEM's member companies and will become binding on all enterprises in the sector if extended by a governmental decree.

Edited by industriAll Europe.