

Social protection and skills development: Renault strengthens social dialogue in France

Edited by industriAll

After the *Re-Nouveau France* agreement for 2022-2024, Renault and the representative trade unions concluded the next step for the period 2025-2027, closing an agreement the 19th of December focused on strengthening social protection and skills development.

The main introductions are:

- **Solidarity mechanism:** Renault puts in place a solidarity mechanism to guarantee a 100% net salary maintenance and all social benefits in case of loss of activity.
- **Healthcare:** strengthened healthcare access by enhancing health insurance coverage; funding and organizing free check-ups for employees, with a digital platform and a network of professionals close to the workplace, and making the service accessible to family members.
- **Skills development:** The transformation of the value chain and its adaptation needs are addressed by the introduction of initiatives that take in consideration the need for innovation and skills development. The company established a job observatory to monitor emerging and changing professions in all the organization's lines, coupled with tools and methods to manage career paths in manufacturing and logistics roles.
Trainings and knowledge transfer is strengthened through an 8-days leave for skills acquisition.
- **Generation Contract:** New measures are adopted for young and senior people through the generation contract. Renault plans to increase the number of

apprentices and give them a higher remuneration and established a Graduate Program plan with the objective of hiring 250 young people with permanent contracts.

The company improves the transition to retirement, with a part-time work schedule one year before retirement, and the possibility to receive the allowance in advance.

- **Remote work:** Flexibility will be enhanced with 35 days of remote work per year, on top of the 2 days a week of remote work.

This agreement constitutes a good example on advancing social protection and skill transition with the commitment of all social partners.

More can be found here: [Protect, accelerate, transform: Renault Group signs a three-year trade union agreement - Renault Group global media website](#)